

First Donald Savage Award Presented

CHARLES Bigelow, Senior Scholar at the University of Manitoba and longtime veteran of the union movement among Canadian academics is the first recipient of CAUT's Donald C. Savage Award. The award has been instituted to recognize individuals who have made outstanding achievements in the promotion of collective bargaining and economic benefits in Canadian universities.

Dr. Bigelow's contributions to CAUT and CAUT's collective bargaining initiatives have been substantial — spanning four decades and involving faculty associations throughout Canada. He has held appointments at the universities of Alberta, Western Ontario, Memorial, Saint Mary's, Toronto and Manitoba. In the late 1960s he served on the executive and as president of the University of Western Ontario Faculty Association; in 1970-71, as chair of the Ontario Confederation of University Faculty Associations; in 1972-73 as President of CAUT, and in 1974-77 he was on Memorial's faculty association executive council; he has also served as vice-president of the University of Manitoba Faculty Association.

Dr. Bigelow is held in very high regard by the university community, and was heralded as eminently worthy of the recognition awarded by CAUT Council at its meeting on April 23.

The Donald C. Savage Award recognizes Dr. Bigelow's decades of service to the principles of fairness, openness and collegiality in Canadian academe and to collective bargaining as the means to protect and to promote those values. ■



Minister Rapped for Reaping the Benefits

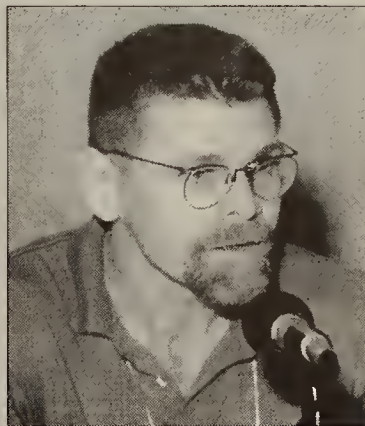
IN a strongly worded letter to Industry Minister John Manley last week, CAUT President Bill Graham called on the minister to stop a controversial federal report advocating increased emphasis on the commercialization of university research.

This followed CAUT Council's unanimous adoption of a resolution in opposition to the draft report prepared by the Expert Panel on the Commercialization of University Research *Public Investments in University Research: Reaping the Benefits*, released at the end of March.

The report calls for commercialization to be the fourth mission of the university, in addition to teaching, research and community service.

It also proposes that all intellectual property created in federally funded research become the property of the university to facilitate its transfer to the private sector. University ownership is to be achieved either by federal legislation or by granting council policy that would deny funds to researchers at any university which did not have ownership of all intellectual property.

In addition, the report calls for universities to be given more money to expand their commercialization offices and activities. It also proposes stimulating business through tax breaks for high income earners and recipients of employee share options. Finally, in the context of a greater focus on commercialization, the report recommends the government consider increasing money for university research.



Council Delegate Wayne Renke (Alberta) —
Outspoken opposition to the draft report.

"The report shows little understanding of universities and the conditions that make them valuable to society," said Graham. "We are deeply troubled by the call for commercialization to become a key mission

See REAPING THE BENEFITS Page 8 ☞

Un groupe d'experts prône la commercialisation de la recherche

DANS une lettre bien sentie adressée au ministre John Manley la semaine dernière, le président de l'ACPPU, Bill Graham, lui a recommandé vivement de mettre un terme au rapport controversé prônant une plus grande commercialisation des résultats de la recherche universitaire.

Cette lettre fait suite à la résolution que le Conseil de l'ACPPU a adoptée à l'unanimité contre le projet de rapport rédigé par le Groupe d'experts sur la commercialisation des résultats de la recherche universitaire intitulé *Public Investments in University Research: Reaping the Benefits*, et rendu public à la fin de mars.

Les auteurs du rapport demandent que la commercialisation devienne la quatrième mission de l'université, aux côtés de l'enseignement, de la recherche et du service à la collectivité.

Ils proposent également que tous les droits de propriété intellectuelle détenus sur les recherches subventionnées par les deniers publics appartiennent à l'université dans le but de faciliter leur transfert au secteur privé. La propriété serait dévolue aux universités au moyen d'une loi fédérale ou d'une politique des conseils subventionnaires qui refuserait l'octroi de subventions aux chercheurs dont l'université ne détient pas de propriété intellectuelle sur tous les résultats de recherche.

En outre, le rapport revendique plus de crédits pour les universités afin qu'elles puissent étendre leurs bureaux et leurs activités de commercialisation. Les auteurs du rapport proposent aussi de stimuler les affaires à l'aide d'allègements fiscaux dont bénéficieraient les salariés à revenu élevé et les titulaires d'options sur des actions aux employés. Enfin, dans une conjoncture de plus en plus favorable à la commercialisation, le rapport recommande que le gouvernement envisage d'augmenter les fonds pour la recherche universitaire.

«Dans son rapport, le Groupe d'experts montre peu de compréhension à l'égard des universités et des conditions qui les rendent valables pour la société», a déclaré Bill Graham. «Nous sommes profondément préoccupés par cette exhortation à la

recherche universitaire.

Voir COMMERCIALISATION à la page 4 ☞

Prix Donald- C-Savage

CHARLES Bigelow, universitaire chevronné de l'Université du Manitoba et militant de longue date du mouvement syndical dans le milieu universitaire canadien, est le premier lauréat du prix Donald-C-Savage. Le prix a été créé dans le but d'honorer des personnes qui ont joué un rôle remarquable dans la promotion de la négociation collective et des avantages économiques dans les universités canadiennes.

L'apport de M. Bigelow à l'ACPPU et à ses initiatives en matière de négociation collective est considérable et s'étale sur quatre décennies, touchant des associations de professeurs de tout le Canada. Il a occupé des postes aux universités de l'Alberta, Western Ontario, Memorial, Saint Mary's, de Toronto et du Manitoba. Vers la fin des années 1960, il a été membre et président de l'exécutif de l'University of Western Ontario Faculty Associations. En 1970-1971, il a présidé l'Union des associations des professeurs des universités de l'Ontario et en 1972-1973, il a assumé la présidence de l'ACPPU. Il a siégé à l'exécutif de l'association des professeurs de l'Université Memorial en 1974-1977 et a également assumé la vice-présidence de l'University of Manitoba Faculty Association.

Malgré ses fonctions administratives à titre de doyen émérite à l'Université du Manitoba depuis 1990, il a encouragé les professeurs en grève en 1995 en s'assoyant au comptoir d'information de l'UMFA où il leur donnait les dernières nouvelles.

Tenu en haute estime par la collectivité universitaire, M. Bigelow a été proclamé éminemment digne de la reconnaissance que le Conseil lui a témoignée le 23 avril, à l'occasion de son assemblée.

Le prix Donald-C-Savage reconnaît les décennies que M. Bigelow a consacrées à la défense des principes d'équité, de transparence et de collegialité qui prévalent dans le milieu universitaire canadien et à la défense de la négociation collective, laquelle sert à protéger et à promouvoir ces valeurs. ■

Traduit de l'article «First Donald Savage Award Presented».

INSIDE THIS ISSUE • DANS CE NUMÉRO

Our Universities.
Our Future.

Letters	2	Students in Debt	5	Faire la nouvelle	9
Agreement at Queen's	2	Banks take aim at student loan defaults.		Bookshelf	11
A Dangerous New Era	3	Mediated Deal at Toronto	6	Think big to get results when teaching large classes.	
Resisting proprietary rights for electronic databases.		Settlement at Waterloo	6	Section des carrières	12
Making the News	5	Statistics Canada	7	Commentary	24
Getting the message out.		The class of '95.		A wolf in sheep's clothing.	

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2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhamel@caut.ca

PRESIDENT/PRÉSIDENT
Bill Graham

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING & CIRCULATION/PUBLICITE ET DIFFUSION
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EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION
Louise D'Anjou

TRANSLATION/TRADUCTION
Louise Caron

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

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LETTERS COURRIER

Bahá'í community thanks CAUT for interest and concern

On behalf of the Bahá'í Community of Canada, as well as our co-religionists in Iran, I am writing to thank you and your colleagues in the association for the interest and concern you have shown in the fate of the Bahá'í Institute of Higher Education in Iran. We were pleasantly surprised and much encouraged by the publication of the facts of the situation in the Bulletin.

Faced by the refusal of Iranian authorities to allow members of Iran's largest religious minority, the Bahá'í Community, to attend post-secondary institutions of education, the attempt by the Iranian Bahá'ís to provide their young people some form of higher education through the Institute for Higher Education was a courageous and creative initiative.

We were astonished and appalled when we received word the Iranian regime intended to do what it could to shut down that one remaining avenue through which Iranian Bahá'í youth could advance their education.

Since the arrests of 36 staff members of the Institute of Higher Education in October 1998, 33 were eventually released. However, three of those arrested, we have now learned have been sentenced to prison terms of seven years in the case of Mr. Habibullah Ferdosian and Mr. Farrad Khajeh, and 10 years in the case of Dr. Sina Hakimian, all because of their involvement in providing higher education to young people.

The staff and students of the institute have decided to continue their efforts to maintain a schedule of study, lectures, laboratory work and class assignments, all conducted informally, through the use of distance-learning techniques, and despite the possibility of further threats and harassment by government officials, but now without the equipment and books that were seized in early October.

We are pleased to report the Director General's Office of UNESCO has launched an investigation. Though the mandate of UNESCO prevents public disclosure of the details of steps they are taking to address this violation of the right to education, we have received formal confirmation of UNESCO's efforts to address this intolerable situation.

We believe the interest and concern shown by academics in a number of countries are very much part of the reason UNESCO has responded. We are also aware that Iranian authorities themselves are aware of the international attention given this issue. While the situation facing Bahá'ís remains serious, we feel certain the attention of the international academic community serves to moderate the attempts to oppress the Bahá'í minority.

We have been particularly gratified by the response demonstrated within the Canadian academic community to a situation far beyond our borders, but one which Canadian university teachers have evidently understood to be a challenge to intellectual freedom and the rights which all human beings should enjoy to pursue higher education.

On behalf of the 28,000 member Bahá'í Community of Canada, please accept our sincerest gratitude for your having taken what is, no doubt, an unusual step for your association in voicing its concern about higher education far from Canada.

GERALD FILSON
Director of External Affairs
Bahá'í Community of Canada

Statistical profile in women's supplement incomplete

The statistical profile CAUT's Status of Women Committee provides (*Bulletin*, April) is by no means inclusive, which I find very ironic in a supplement dedicated to giving a voice to "Women in Post-Secondary Education."

The section that deals with Full-time Faculty by Gender, Type of Appointment and Rank conveniently leaves out instructors. While the types of instructor ranks vary from one university to another at the University of Manitoba they comprise Instructor I, Instructor II and Senior Instructor. However small the number may be, they have a right to representation.

In the introduction, it states "the CAUT Status of Women Committee publishes data ... from the Post-secondary Education Section of Statistics Canada, which annually collects information from university administrations across the country," now the committee should have immediately questioned why statistical information on this particular group was not forthcoming.

To be so naive and think that university administrations do not have this data readily available is ludicrous.

Further on this matter, CAUT should immediately address this issue and question what relationships and views university administrations and associations have with respect to their instructors.

CATERINA REITANO
French, Spanish & Italian
University of Manitoba

Statistics Canada does not make separate data available about instructors. Therefore we could not include it in our report. The full-time faculty data by rank, gender and type of appointment presented in the Bulletin is restricted to four ranks - full professor, associates, assistants and lecturers - to minimize uncertainty in the data presented. Statistics Canada collects information on six ranks: full professor, associates, assistants, lecturers, the rank below lecturers, and others (ungraded). Statistics Canada adopted this categorization because of the wide diversity of academic ranks for those not included in the first four ranks. This categorization makes it difficult to determine which employees are included in the last two ranks. Full-time faculty data for Canada for 1997-98, including Quebec data for 1996-97 for the last two categories combined: 124 Male Tenured/Leading to Tenure; 114 Female Tenured/Leading to Tenure; 111 Male Contract; 144 Female Contract; 4 Visiting Academics; and 59 full-time Continuing staff neither on tenure nor on definite term contracts. - ed.

3-Year Agreement at Queen's

QUEEN's faculty voted 96% in favour of a new three-year agreement which will be in effect until April 30, 2002. Highlights include creation of continuing track and continuing adjunct appointments, and early retirement offers which include two plans: regular early retirement, and trial early retirement which provides for a trial period of leave supported by a university loan as a preliminary to retirement.

Formula for both retiring allowances is as follows: Retirement 5 or more years prior to normal retirement date: 6-12 years of Queen's service: 15 months' nominal salary; Over 12 to 26 years of service: 15 months' nominal salary plus one-half month's salary per year of Queen's service in excess of 12 years; more than 26 years of service: 22 months' nominal salary. Retirement within 5 years of normal retirement date, formula as calculated above multiplied by the following factors: 0.80 if 4 years early; 0.65 if 3 years early; 0.50 if 2 years early; 0.35 if 1 year early.

Compensation

Year 1: scale increase 1.45% (May 1); scale increase 0.7% (Nov. 1); professional expense reimbursement can be rolled over for three years; sabbatical leave compensation increased from 80% to 82.5% for leaves commencing in year

1; available life insurance coverage extended to \$200,000 maximum as of July 1, 1999.

Year 2: enhanced dental plan (major restorative, 50 per cent co-insurance), employer pays 75% of premium; professional expense reimbursement increased to \$1,100; beginning Dec. 1, 1999, the parties can commence bargaining all salary and benefit issues for Year 2. If no agreement, final offer selection arbitration for scale (pursuant to collective agreement provisions), and status quo for other related provisions unless adjusted by agreement.

Year 3: beginning Dec. 1, 2000, the parties can commence bargaining all salary and benefit issues for Year 3. If no agreement, final offer selection arbitration for scale (pursuant to collective agreement provisions), and status quo for other related provisions unless adjusted by agreement; professional expense reimbursement increased to \$1,200.

Anomaly

\$110,000 to be distributed in each of the three years. Fund to be administered by a side-table of the parties and distributed according to priorities in the agreement. V.P. Academic must report on how money is allocated; VP/Deans to continue to distribute \$90,000 in each of the three years pursuant to collective agreement provisions. ■

A Dangerous New Era — Copyright in the Digital Age

"PEOPLE'S eyes glaze over when they hear the word 'copyright,'" says CAUT executive committee member Ken Field. "But this is important stuff."

How important? According to Field, we are entering a dangerous new era: "The worst case scenario is that scholarly material will be removed from the public domain, locked up in electronic form, and be available only on a pay per use basis. The days of pulling a reference book from a library shelf to do basic research could be over."

To fend off this nightmare of capitalism run amok, Field is spearheading the CAUT endeavor to maintain the traditional balance between the owners and users of copyright material in the digital age. The concept of "fair dealing" (the right to copy a portion of a work for educational, research or private personal use without the consent of the copyright owner) is central to this effort.

CAUT is a member of the Copyright Coalition, a group of like-minded organizations, to en-

sure the public interest in an "information common" is not subsumed by the forces of private greed. The task will not be an easy one says Field. "Marshaling something as nebulous as 'public interest' against profit-hungry media conglomerates is a daunting challenge, but opposition is growing."

Indeed, the struggle against the privatization of knowledge appears to have scored an early success. In January of this year the federal government released draft regulations on "fair dealing" at libraries and educational institutions. The government heeded the Copyright Coalition's urging that these regulations take the least restrictive form possible.

The coalition is now turning its attention to the role of copyright in the digital age. Officials in Industry Canada and Heritage Canada indicate that a discussion paper charting the general direction of government policy is to be released in the fall and that a process of consultation with "stakeholders" will follow.

Among the top priorities for the coalition in this process will be ensuring the "fair-dealing" doctrine is extended to works in digital form and the creation of new proprietary rights for electronic databases are resisted.

Field is particularly concerned about the database issue. Recent court decisions in Canada and the United States have rejected the extension of copyright protection to databases that are mere compilations of facts. As a result, powerful interests are clamouring for legislation that will extend the right that courts have declined to provide.

Should this legislation proceed, what was once mere facts in the public domain will become, through inclusion in a protected database, private property that is accessible only for a price.

"Your eyes might glaze over now when you hear the word copyright," concludes Field, "but if we can't preserve the 'information commons' those same eyes will pop right out of your head when you get the bill for material that once was available free." ■

M.I.T. Report Exposes Sex Discrimination

GENDER discrimination in the School of Science at the Massachusetts Institute of Technology is substantive and pervasive according to a report released by MIT in March. Five years in the making and initiated by several female faculty members in the school, the report documents a pattern of discrimination in hiring, awards, promotions, committee work, laboratory space and research money. The report also notes the percentage of female faculty in the school has remained virtually unchanged for years, and there has never been a female department head or associate head.

Such patterns of discrimination, American experts say, continue and in some ways have worsened at institutions across the

country, despite the growing number of professors who are women. In a report issued in February, the American Association of University Professors found that over the last 20 years the gap between salaries for male and female professors has widened although female professors now constitute one-third of the faculty nationwide.

MIT officials say a move to increase the number of tenured women faculty is under way along with other efforts to redress inequities in the allocation of resources. Initiatives to promote university-wide equity data research are also being discussed. ■

A Study on the Status of Women Faculty in Science at MIT can be viewed at <http://web.mit.edu/fnl/women/women.html>.

NSCAD Regains Lost Ground

ALMOST a year and a half after the end of the Nova Scotia government's legislated freeze on collective bargaining, the faculty and librarians at the Nova Scotia College of Art and Design have ratified a new collective agreement. The term of the contract is from Nov. 1, 1997 to June 30, 2001, with a salary re-opener on July 1, 2000.

The bargaining team successfully negotiated the return of the three per cent salary rollback, as well as the return of the "missing grid point" which was withheld in July 1994, as part of the provincial wage freeze legislation.

Although the college's faculty members are still among the lowest paid faculty in Canada, they made significant improvements to their salary scale. Depending on rank and salary grid position, members will receive between 3.8% and 4.3%, and the restoration of the 3% rollback, retroactive to Nov. 1, 1997 (the end of the freeze on collective bargaining); a scale increase of approximately 3.5% retroactive to July 1, 1998; and on July 1, 1999, a scale increase of between 2.1% and 3.3%. One additional step will be added each year to the Assistant, Associate and Full Professors' grids. These increases are "front loaded" which will mean substantial back pay for FUNSCAD members. In total, these improvements will result in percentage increases of approximately 22% over the period July 1, 1997 to July 1, 1999.

Other changes pertain to such things as course relief for the union president and chief negotiator; a commitment to discussions on flexible retirement; improvements and clarifications to the workload article; guidelines for class size; clear, enforceable limits

on contact hours; new articles on technology, openness and transparency; provisions for periodic reviews of senior academic administrators; consultation with the Faculty Forum (senate equivalent) before establishing, modifying or discontinuing programs; and new provisions to allow members to receive a portion of their salary as a research grant.

Shortly before the freeze on collective bargaining came into effect, FUNSCAD had reached a voluntary recognition agreement with the employer to include "adjunct" faculty in the bargaining unit. Adjuncts, now called regular part-time faculty, are those part-time faculty members who had been granted priority consideration for teaching assignments in recognition of their long service to the college. The freeze on collective bargaining halted negotiating the terms and conditions of employment for these new members.

FUNSCAD views its most significant accomplishment in this round of negotiations to be the extent to which these faculty members are integrated into the agreement. There are now clear, fair procedures for determining how part-time faculty members become eligible for regular part-time status, how regular part-time faculty appointments are granted, and how teaching assignments are distributed.

Regular part-time faculty will have salary parity with other unionized part-time faculty in Nova Scotia; a research fund has been established so they can apply for funding to attend conferences or to support other research activities; and their family members are now eligible for tuition reductions. ■

CALL Conference in Toronto

Fighting Systemic Discrimination — What Are the Options?

"WHERE Do We Go for Equity?" was the subject of a panel presentation by CAUT staff lawyer Shaheen Hirani at the annual meeting of The Canadian Association of Labour Lawyers held in Toronto from April 30 to May 2. The conference heard a number of panel presentations on how changing economic and political environments were affecting a number of labour issues.

Hirani's presentation was one of the highlights on the first day's discussion of equity and the choice of forums for bringing forward cases of discrimination. Hirani focused on the choice of forums for systemic discrimination complaints. She examined the advantages and disadvantages of taking such cases to grievance arbitration and to human rights tribunals. An overview of Ms. Hirani's presentation is reproduced below.

In the university context, recent developments at MIT (see note) have focused mainstream media attention on systemic problems that women face in academia. Cases from Canadian universities continue to challenge both faculty associations and administrators. Questions include where to seek remedial measures, and how to achieve the broadest and most effective results to counteract years of inequality experienced by members

of equity-seeking groups in hirings, promotions, tenure and other "climate" issues.

Hirani's comments focussed primarily on the remedies available in each legal forum, the jurisdictional problems likely to be encountered, and the practical realities of evidence and time limits.

Hirani emphasized that the reason behind the relative few numbers of cases litigated on systemic discrimination grounds is largely due to the complexity and broad scope such cases necessarily involve. For example, systemic complaints require a large volume of statistical and other expert evidence that often can be difficult to collect and difficult to have considered properly by an expert panel or tribunal.

Another important concern is the ability of various decision-makers to award the far-reaching remedies that systemic discrimination complaints require. This, Hirani explained, is a function both of the perceived abilities of arbitrators as well as Human Rights Tribunals to award broad remedies, combined with the practical realities of achieving systemic relief through processes that were intended and designed for individualized complaints and remedies.

The time delays and taxing emotional toll on those involved in such cases is also important to

weigh in choosing a forum in which to bring these complaints, Hirani acknowledged. Often it takes years for systemic cases to reach hearing, and even then the outcomes are not guaranteed.

However, she also reiterated that systemic discrimination complaints, despite the hurdles of time and resources, can provide the most lasting and substantial changes that benefit staff.

In the few cases that have been litigated successfully, it is exciting and challenging to see the demonstrated abilities of employment equity and other broad remedies to subvert the continuing effects of systemic discrimination, Hirani noted.

HIRANI concluded by encouraging advocates for equity to seek initiatives and alternatives other than just legal routes to achieve changes in their workplaces, including direct action, media campaigns and using the collective bargaining process to push forward the equity agenda. ■

The Massachusetts Institute of Technology recently acknowledged the existence of systemic barriers to women faculty members in the School of Science in a report which outlines both temporary and long term solutions for achieving equity at the university. The full report, *A Study on the Status of Women Faculty in Science at MIT*, is available at <http://web.mit.edu/fnl/women/women.html>.

New Zealand Workloads Worry University Staff

FOUR ten university staff suffer frequent job stress according to a study commissioned by the Association of University Staff of New Zealand and authored by the New Zealand Council for Educational Research. *Workload and Stress in New Zealand Universities*, an update of a 1994 study, paints a grim picture of increasing workloads, loss of research time and the negative impacts of university restructuring.

Stress levels were highest for academic staff with nearly half reporting frequent job stress, while twice as many academics believed the quality of their teaching and research had deteriorated as a result of changes in the workplace.

Other findings in the study include: more staff reported a work-related illness or injury than in 1994; of those reporting a work-related illness or injury, most reported general stress effects (e.g., insomnia), or general illness/feeling run down; compared to 1994, significantly more academics re-

ported a decrease in the quality of their physical health; work-related stress was linked to work and workloads, rather than content of jobs; stress levels were higher for those working more hours per week, taking work home or working in the evenings, employed part-time, or feeling some insecurity about their employment; and, less than half the present staff expected to be in university employment in five years' time.

AUS says morale is at an all time low and the survey puts to death "the image deliberately put across by the government that university staff are a lazy elite who spend one third the year on holiday and whinge about accountability." ■

Copies of Workload and Stress in New Zealand Universities are available for purchase from NZCER or AUS - contact Anna Chalmers at NZCER anna.chalmers@nzcer.org.nz or Michael Gibbs at AUS michael.gibbs@aus.ac.nz.

Source: AUS Bulletin, December 1998.

Le défaut de remboursement des prêts étudiants

Il y a quelques années, le gouvernement fédéral a réduit de façon importante les transferts aux provinces pour la santé, l'enseignement postsecondaire et l'aide sociale. Malgré les augmentations récentes, ces transferts ne sont pas revenus à leur niveau de 1994-1995.

Au même moment les gouvernements provinciaux réduisaient leurs subventions aux universités et permettaient à celles-ci d'augmenter considérablement les frais de scolarité. Les frais de scolarité moyens pour les étudiants du 1^{er} cycle en arts, à la grandeur du Canada, ont augmenté de plus de 90 % au cours des huit dernières années, soit de 1 644 \$ en 1990 à 3 179 \$ en 1998. Les variations sont considérables d'une province à l'autre, allant d'une hausse de 52 % en Colombie-Britannique à 113 % en Ontario en huit ans.

Pendant la même période, le coût de la vie calculé selon l'Indice des prix à la consommation, a grimpé de 16,7 %. Pour répondre à la demande accrue de prêts étudiants, le gouvernement fédé-

ral augmentait il y a quelques années le montant maximum permis d'un prêt étudiant. Mais cette mesure, bonne en soi, a eu un effet pervers.

Conjugués à la hausse des frais de scolarité et des autres dépenses étudiantes, à des emplois moins bien rémunérés et à un taux de chômage élevé, les étudiants ont commencé à s'endetter davantage. La situation s'est aggravée du fait que le gouvernement fédéral n'a pas un régime fédéral de bourses d'études accordées uniquement selon les besoins financiers des étudiants(e)s. En combinant ces facteurs, on obtient une dette d'études moyenne de 25 000 \$ actuellement à la diplomation, soit presque le triple de la dette moyenne en 1990, qui atteignait 9 000 \$. Selon la Fédération canadienne des étudiantes et des étudiants, les étudiants d'ici sont parmi les plus endettés au monde. Face à un marché du travail où les emplois sont de plus en plus aléatoires, l'importante dette d'études posera de sérieux problèmes aux diplômés des prochaines années.

C'est dans ce contexte qu'apparaît le phénomène du défaut de remboursement des prêts d'étude. Les établissements financiers insinuent qu'il y a de plus en plus de personnes qui ne remboursent pas leurs prêts d'étude. Il est à noter que depuis 1995, les statistiques ayant trait au défaut de remboursement sont complètes par les établissements financiers, lesquels refusent de les rendre publiques.

Cela est dû à de multiples causes. Parmi celles-ci notons le montant même de la dette d'étude. Celui-ci peut être tellement élevé que le diplômé ne peut rembourser sa dette. Une autre cause possible est un revenu insuffisant après les études, surtout si le diplômé est en chômage ou s'il occupe des emplois volatils. Il a aussi été démontré que la non-obtention d'un diplôme représente un facteur important influant sur la probabilité du défaut de remboursement.

L'information aux étudiants est un autre facteur important. Plusieurs sont mal informés quant au programme de prêt. Par exemple, un tiers seulement des emprunteurs étudiants connaissent le Régime canadien d'exemption d'intérêts. De plus, il semblerait que les institutions financières prêtant aux étudiants auraient un rôle important à jouer dans le phénomène du défaut de remboursement.

Finalement, le type d'établissement d'enseignement jouerait un rôle. L'étude d'envergure de Gross Gilroy menée au Canada signalait qu'avec un revenu constant après les études, les étudiants de niveau collégial présentaient des défauts de remboursement supé-

rieurs de 15 points de pourcentage à ceux du niveau universitaire, et ceux des étudiants ayant fréquenté un institut de formation professionnelle comptaient encore 10 points de pourcentage de plus.

Certains gouvernements et certaines institutions financières voudraient rendre les établissements d'enseignement responsables des défauts de remboursement et envisage même de «punir» ceux dont le taux de défaut de remboursement dépasserait un certain seuil. Une des «punitions» serait de radier un établissement de la liste d'agrément. Notons que la liste d'agrément est tout simplement la liste des établissements, publics et privés, dont les étudiants peuvent bénéficier d'un prêt. On dit que ces établissements sont agréés ou désignés.

Suite à ces développements, plusieurs organisations dont l'ACPPU ont fait des pressions pour une consultation sur le défaut de remboursement et sur la procédure d'agrément ou de désignation.

Le gouvernement fédéral a répondu en organisant un *Groupe de travail sur l'agrément et les défauts de remboursement*. Ce groupe de travail est composé de représentants du gouvernement fédéral, des provinces et des associations, dont l'ACPPU, oeuvrant dans le secteur postsecondaire.

Il s'est réuni au mois d'avril durant deux sessions intensives de deux jours chacune. Malheureusement durant ces réunions, on a eu tendance à blâmer les institutions postsecondaires et les étudiant(e)s pour les problèmes liés au non-remboursement de prêts d'études. Au cours de ces réunions, les porte-parole du gouvernement ont toujours nié que les causes de ce problème n'avaient aucune implication gouvernementale.

Lors de ces rencontres, le délégué de l'ACPPU, avec les représentants des organisations oeuvrant dans le secteur public de l'enseignement postsecondaire a fait valoir que radier un établissement public de la liste d'agrément équivalait à la peine de mort pour cet établissement, et que la responsabilité du défaut de remboursement reposait sur de nombreux acteurs dont les étudiants, les gouvernements, les institutions financières prêteuses et finalement les établissements d'enseignement.

Un expert a été chargé de faire un rapport synthèse des efforts du groupe de travail, mettant en évidence les points d'accord (ils sont nombreux) et ceux où les parties se sont entendues pour être en désaccord. ■

Le rapport sera publié au milieu de mai et tous les participants pourront faire leurs commentaires à ce moment-là. L'ACPPU se propose évidemment d'être encore active à cette étape.

Un groupe d'experts prône la commercialisation de la recherche

Suite de la PAGE 1

commercialisation pour en faire une des missions clés de l'université, au même titre que l'enseignement, la recherche et le service à la collectivité. Notre système public d'enseignement joue un rôle capital dans le maintien du caractère et des objectifs de la vie sociale, économique et politique canadienne. Pour y parvenir, nos établissements d'enseignement publics doivent être libérés de liens obligatoires avec les secteurs privés et commerciaux ou avec d'autres intérêts particuliers. C'est pourtant ce que le rapport recommande.

Le rapport s'attaque aux chercheurs universitaires et laisse entendre, au seul endroit du document en italique et en caractères gras, que leur comportement est anti-canadien, soutenant que leur laisser la propriété intellectuelle «équivalait à fournir un moyen de transférer massivement à l'extérieur une précieuse technologie».

«Cette critique est mal placée», a poursuivi M. Graham. «Elle omet la longue tradition des entreprises canadiennes de pointe qui couraient activement les intérêts étrangers pour mieux prendre de l'expansion. De plus, la plupart des inventions brevetables, si elles ont de la valeur, constituent des améliorations mineures à des produits ou à des procédés de fabrication existants. Elles intéresseront principalement les en-

treprises déjà dans le secteur, dont nombre d'entre elles sont étrangères. Certes, la protection des intérêts canadiens n'est guère facile. Il est toutefois injuste et trompeur de rejeter la responsabilité du problème sur les chercheurs universitaires.»

M. Graham a en outre déclaré au ministre que le groupe d'experts ne semblait pas tenir compte de l'histoire du développement scientifique. «L'intérêt résolu du rapport dans la commercialisation empêche de voir que la plupart des découvertes d'ultime importance commerciale sont le fruit de la recherche fondamentale dont les retombées commerciales semblaient peu probables au départ», a-t-il ajouté.

«Si les politiques que le groupe d'experts a recommandées avaient été mises en oeuvre il y a plus de 100 ans, une grande partie de la recherche de la plus haute importance commerciale aurait eu peu de soutien.»

Selon M. Graham, le rapport traduit une insensibilité à l'importance des valeurs sociales et culturelles qui sous-tendent une bonne partie de la recherche profitable aux Canadiens et Canadiennes et dont les dérivés n'ont aucune valeur commerciale.

L'ACPPU a en outre fait part de ses préoccupations quant à la manière dont le rapport a été préparé et à la hâte excessive avec laquelle on l'a fait valoir.

«Les professeurs ou les chercheurs n'ont pas été consultés avant que le rapport nous parvienne le 28 mars», a déclaré James Turk, le directeur général de l'ACPPU. «On nous a ensuite dit que le rapport serait soumis au Conseil consultatif des sciences et de la technologie le 11 mai et au Cabinet le 29 mai.»

De toute évidence, le gouvernement fédéral ne voulait pas réellement de commentaires», a-t-il ajouté.

Le groupe d'experts est présidé par Pierre Fortier, pdg de Innovitech Inc. (six des neuf membres du groupe sont présidents ou vice-présidents de sociétés privées, dont la Banque Royale et Nortel Networks). Deux membres représentent les administrations universitaires : James Murray, vice-recteur adjoint à la recherche et aux relations industrielles de l'Université de l'Alberta et Robert Miller Junior, vice-recteur adjoint à la recherche de l'Université de Washington à Seattle. Le dernier membre est Tom Brzustowski, président du Conseil de recherches en sciences naturelles et en génie du Canada. ■

Des exemplaires du projet de rapport ont été distribués à chaque association de professeurs à l'Assemblée d'avril du Conseil de l'ACPPU. Le rapport devrait être disponible au bureau des associations locales.

Traduit de l'article «Minister Rapped for Reaping the Benefits».

Making the News — Workshop Helps Associations Get Their Message Out



CAUT's public awareness campaign — Our Universities, Our Future — was a central topic of discussion at CAUT's Council meeting in April.

David Robinson, CAUT's new director of public policy and communications, provided Council with a preview of the plans for the Sept. 14 official launch of the campaign. The campaign's objective is to raise public awareness of the impact of public funding cuts, tuition increases and the increasing commercialization of Canada's colleges and universities. The national launch will be followed by a major conference on Oct. 29-31 on commercialization of post-secondary education, and by a federal lobby day on Nov. 18.

Turning to a discussion of media and communications strategy, Robinson walked delegates through a number of public opinion polls and noted some key challenges CAUT and its associations will need to address.

Robinson said the first challenge is that CAUT is relatively unknown both in media circles and among the general public. To address this, CAUT is in the process of developing a comprehensive media list, issuing regular op-eds to press outlets, and providing new publications and background information to key journalists and columnists.

Robinson also noted that, with few exceptions, the mainstream media will likely be hostile to calls for increased core funding of universities and colleges, and for a reversal in the commercialization of education and research. Anticipating the reaction from the conservative press and responding quickly to criticism will be essential.

Following the presentation, local and provincial associations received a crash course in media relations. In workshops, Council delegates were given a fictitious press release in which their "provincial" government announced plans to eliminate the tenure system. Working under a tight deadline, each workshop was given the task of preparing a news statement to be delivered to the media in response to the government's announcement.

Each workshop selected spokespersons to conduct a simulated news conference — complete with reporters and photographers — before all the delegates in Council chambers.

Bob Rupert, professor of journalism at Carleton University, and Gail Lem, former Globe and Mail reporter and currently Vice-President, Media, of the Communications, Energy and Paperworkers Union, played the role of aggressive reporters. Vincent Mosco, professor of communications at Carleton University, and Tom O'Brien, national rep in the communications department of the Canadian Labour Congress, provided comment on each news conference.

Delegates learned some important lessons in dealing with reporters: try to illustrate your argument with a concrete example, be as concise as possible, try to come up with quotable statements, and never argue with a journalist — they will always have the last word.

At the end of the presentations, the journalists and commentators offered some parting words of advice.

"You have to recognize that many reporters may be sympathetic to your goals," said Gail Lem.

ABOVE — Simulated news conference at CAUT Council provides the venue for MAUT reps Edith Zorychta & Daniel Guitton to learn how to approach the media and get their message out.

"But you also have to put yourself in their shoes, and understand the constraints they face. Given the degree of media ownership concentration in Canada, many reporters will self-censor their work for fear of offending an owner who may be the only game in town."

Bob Rupert emphasized the need for CAUT and its associations to communicate to the media in a more accessible manner.

"This doesn't mean you have to 'dumb-down' your message," Rupert insisted. "In fact, it means you have to be smarter at how you communicate."

Tom O'Brien agreed, and underlined the need for university and college teachers to shake off their elitist image: "The general perception out there is that you folks are out of touch and elitist. That's why it's important in your communications work that you don't add fuel to this stereotype by speaking in broad theoretical terms. Use concrete examples and real stories. Show people that you really care emotionally about the issue."

"In developing our overall communications strategy, it's vital that we respect the public," added Vincent Mosco. "That means we can't simply dismiss their concerns about taxes or the shrinking size of their pay cheques. We have to recognize those concerns as legitimate and make the case that these problems will get worse if we don't fund education now." ■

Banks Take Aim at Students in Debt

A FEW years ago, the federal government announced major cuts in transfer payments to the provinces for health, post-secondary education and social assistance. Despite recent increases, these transfers still fall short of their 1994-1995 level.

At the same time, provincial governments were cutting grants to universities and approving significant hikes in tuition fees. Average tuition for undergraduate students in the arts, across Canada, has risen by more than 90 per cent over the past eight years, from \$1,644 in 1990 to \$3,179 in 1998. The increase has varied considerably between provinces, from 52 per cent in British Columbia to 113 per cent in Ontario over eight years.

During the same period, the cost of living, based on the Consumer Price Index, rose by 16.7 per cent. To meet increased demand for student loans, the federal government raised the ceiling for student loans a few years ago, but its good intentions have had a perverse effect.

The combination of rising tuition fees and other student expenses with low-paying jobs and high unemployment has driven growing student debt. The situation has been aggravated by the lack of a federal government scholarship plan based solely on student financial need. All these factors together have pushed average student debt to \$25,000 at graduation, almost triple the 1990 level of \$9,000. The Canadian Federation of Students claims that students in this country are among the most indebted in the world. Faced with a labour market characterized by declining job security, graduates will encounter serious problems in coming years with heavy student debt.

These factors have led to the growing phenomenon of *student loan defaults*. Financial institutions insinuate that growing numbers of students are not repaying their loans. It should be noted that since 1995, statistics on loan defaults have been compiled by the financial institutions, which refuse to release these figures to the public.

There are a number of reasons why students default. These include the actual amount of the debt, which may be so high that a graduate is unable to make repayment. Another possible cause is inadequate income after graduation, especially if a graduate is unemployed or does not have a secure job. It has also been shown that failure to earn a degree is a key factor in the likelihood of loan default.

Information available to students is another important consideration. Many students are poorly informed about the loans program. For example, only one third of student borrowers know about Canada's Interest Relief Plan. Fi-

nancial institutions making student loans also appear to have a significant role to play in resolving the problem of loan defaults.

Finally, the type of educational institution also has an impact. The comprehensive Gross Gilroy study conducted in Canada indicated that at constant post-graduate income, college graduates defaulted at a rate 15 percentage points higher than university graduates, while graduates of a professional training institute defaulted at a rate 10 percentage points higher still.

Some governments and financial institutions would like to make educational institutions responsible for loan defaults and are even considering "punishing" those with a default rate above a certain threshold. One "punishment" would be to designate an institution on the *designation list*. This is simply the list of public and private institutions whose students are eligible for a loan. These institutions are said to be *designated*.

In response to these developments, several organizations, including CAUT, called for consultations on loan defaults and the designation procedure.

The federal government has responded by setting up a *Working Group on Designation and Defaults*. This group consists of representatives from the federal government, the provinces, and associations active in the post-secondary sector, including CAUT.

The group held two intensive sessions in April of two days each. Unfortunately, there was a tendency at these meetings to blame post-secondary institutions and students for the problems related to student loan defaults. During these discussions, government spokespersons consistently denied that the government had any role in this problem.

At these meetings, the CAUT delegate, with representatives of organizations working in the public post-secondary education sector, argued that removing a public institution from the *designation list* was the equivalent of a death sentence for that institution; and that responsibility for loan defaults rests on the shoulders of many players, including students, governments, financial lending institutions, and finally, educational institutions.

A noted expert on student assistance has been commissioned to draft a summary report of the group's work, highlighting the many points on which there is agreement and those on which the parties have agreed to disagree.

The report will be released in mid-May and all working group participants will be able to respond at that time. ■

Translation of the article "Le défaut de remboursement des prêts étudiants."

COUNCIL HIGHLIGHTS

Dr. Nancy Olivieri Guest Speaker at Council Banquet



Dr. Nancy Olivieri was invited to speak at the CAUT Council banquet on April 23. When Dr. Olivieri, in the face of threats from drug manufacturer Apotex, decided to go public with her research findings neither the Hospital for Sick Children nor the University of Toronto supported her decision. She reviewed what happened to her and thanked CAUT and UTFA for their active defence of her academic freedom. Dr. Olivieri received two standing ovations from Council delegates.

Defence Fund Proves Its Worth

During the past six months the CAUT Defence Fund Trustees have been called upon once again to provide strike benefits, loans and solidarity visits for striking academic staff.

The second strike by the Mount Allison Faculty Association in seven years was the focus of Defence Fund activity earlier this year. The strike benefits paid by the fund and the generous support of other associations meant the financial position of many MAFA members, especially younger colleagues, was not harmed by the strike. In addition to financial support, the trustees organized two very successful national solidarity visits to strike headquarters in Sackville. The unprecedented record of five strikes in the last three academic years indicates that the fund will continue to be called on to provide support when the collective bargaining process reaches an impasse.

The current situation at the University of Cape Breton, where faculty have been without a contract since 1991 is particularly acute. In addition, there are many associations who will begin bargaining before the fall.

The Defence Fund wishes them success in reaching collective agreements, and stands ready to help should it become necessary. The Defence Fund web site <http://defencefund.ca> has a permanent record of the sites created by associations during their strikes.

NEWS • ACTUALITÉS

Mediated Deal at Toronto

THE University of Toronto Faculty Association (UTFA) has reached a mediated settlement with the university's governing council. The mediator was Martin Teplitsky.

The three-year agreement, ending June 30, 2002, calls for salary scale increases of 1.5%, 2.0%, and 1.5% respectively, plus normal PTR increases.

Major improvements to the salary scheme raise the salary breakpoint from the current \$90,000 to \$99,800 for professorial ranks; from \$66,400 to \$75,625 for librarians; and from \$68,650 to \$78,200 for lecturers, the university's teaching stream faculty. The result is that base salary will rise by 15% on average for faculty and librarians below the breakpoint, and by 9% on average for those above the breakpoint.

Full pension contribution holidays in the first two years, and a 50% holiday in the third year will add an additional \$8,000 to \$13,000 income to faculty and librarians over the course of the contract.

After many years of trying, UTFA finally achieved an expense reimbursement program worth \$250 per year. "The amount of \$250 is absurdly small," said chief negotiator Lloyd Gerson. "It's about one-third of the provincial average. Nevertheless, the administration, having at long last conceded in principle that reimbursement for legitimate expenses is their responsibility, will be hard pressed to deny a very substantial increase in the next round of bargaining."

Also on the pension front, \$9 million will be spent to improve the pensions of existing retirees — a 20% increase in the total amount of pension money paid to retired faculty and librarians.

In addition, the accrual rate on the portion of the member's highest average salary up to the average CPP maximum salary (currently \$37,400) will be increased from 1.3% to 1.5% for all past and future pensionable service. A Supplementary Retirement Arrangement

ment, negotiated in the last round of bargaining, ensures that every dollar earned above the CPP maximum salary will earn 2% in pension, times years of pensionable service, to a maximum salary of \$150,000.

"The main negative fact," said Gerson, "is that we did not achieve a new defined contribution pension plan. That was not unexpected, but this is something we will continue to work for as vigorously as possible."

Gerson says faculty and librarians at the university are being denied the sort of pension that is available to about 95% of academics in North America. "Such a plan is vastly superior to our own. This can be easily and decisively demonstrated. And the only reason we are being denied it is to enable the administration to have available to itself a yearly discretionary fund in the neighborhood of between \$25 and \$30 million arising from their pension contribution holidays." ■

Examen de la Loi sur les droits de la personne

LA ministre de la Justice, Anne McLellan, a annoncé la mise sur pied d'un comité d'examen chargé de revoir la *Loi canadienne sur les droits de la personne* pour la rendre plus actuelle et pour améliorer le mécanisme de règlement des plaintes.

Le comité sera présidé par l'honorable Gerard Laforest, un ancien juge de la Cour suprême spécialisée dans les domaines de l'administration, du droit constitutionnel et des droits de la personne. Les autres membres sont William Black, professeur en droit de la personne à l'Université de la Colombie-Britannique, Renée Dupuis, avocate à Québec et ex-commissaire à la Commission canadienne

des droits de la personne, et Harish Jain, professeur à l'Université McMaster et spécialiste en matière de discrimination systémique.

Ce groupe d'experts en droits de la personne étudiera de nouveaux motifs de discrimination, toutes les exemptions maintenant prévues par la loi, le champ d'application de la loi ainsi que les moyens de simplifier et d'accélérer le mécanisme de règlement des plaintes.

On s'attend à ce que le comité d'examen tienne des séances de consultation auprès du public. Il fera rapport à la ministre d'ici avril 2000. ■

Traduit de l'article «Panel to Review Human Rights Acts».

Waterloo Settles Salary Components

THE Faculty Association of the University of Waterloo and the board of governors have ratified a salary settlement for 1999/2000. The one-year deal negotiated under the terms of the memorandum of agreement in place at Waterloo took effect on May 1. Components include: scale increases of 1.5%; professional expense reimbursement increases to \$1,300; extra one-quarter PTR for partial restoration of amounts lost during Ontario's social contract (value is 0.55%); and extension of ability to swap one week of vacation for 2% pay increase when within three years of retirement to April 30, 2005 (for retirement to April 30, 2008). ■

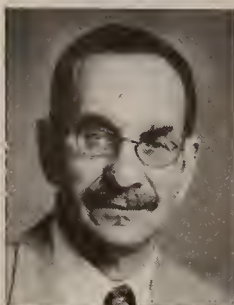
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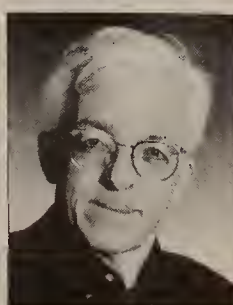
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Statistics Canada Releases Joint Report on Graduates

*Human Resources Development Canada/
StatsCan "Class of '95" survey provides comprehensive
look at the fate of post-secondary graduates.*

A NEW publication released April 28, *The Class of '95: Report of the 1997 National Survey of 1995 Graduates* provides a comprehensive look at how 1995 graduates of trade and vocational schools, colleges and universities fared in the labour market two years after graduation.

The 1997 National Survey of 1995 Graduates, conducted in partnership with Human Resources Development Canada, interviewed 43,000 graduates about their education, training and labour market experiences, two years after graduation.

In 1995, nearly 300,000 students graduated from these institutions. They entered the labour market in favourable times, while the economy was generally expanding. In June 1997, two years after they graduated, 79 per cent of trade and vocational graduates, 85 per cent of college graduates and 83 per cent of university graduates were employed either full-time or part-time. These percentages were similar to previous graduating classes of 1990, 1986, and 1982.

University commerce and engineering graduates were the most successful in finding full-time work. Two years after graduation, 85 per cent of university commerce and 81 per cent of engineering graduates were working full-time. Only five per cent of commerce and three per cent of engineering graduates were working part-time during the same period, the lowest rate among all 1995 university graduates.

About 14 per cent of college and university graduates had part-time jobs two years after graduation, a higher proportion than pre-



vious graduating classes in 1990, 1986 and 1982. However, only about one-quarter of university graduates in 1995 and one-third of college graduates who were working part-time two years later did so because they could not find a full-time job.

Among college and university graduates, men had higher rates of full-time employment than women. However, about 12 per cent of female university graduates were not working full-time because of family responsibilities or because of a personal preference to work fewer hours.

Slightly over 50 per cent of all 1995 graduates who were working full-time two years after graduation reported working in jobs closely related to their degree. About 22 per cent reported working in jobs somewhat related to their degree.

Graduates with high levels of education attainment had lower unemployment rates in June 1997. Compared with the last three National Graduates Surveys (of 1992, 1988, and 1984), unemployment rates among college and university graduates have remained stable and have been less volatile than unemployment rates for trade

or vocational graduates, which fluctuate more with changing labour market conditions. Unemployment rates in 1997 were lowest among college and trade/vocational programs in health, social science and engineering. For university graduates, unemployment rates were lowest among graduates from education, commerce, engineering and health programs.

University graduates continued to earn more than post-secondary graduates at the college and trade or vocational level. University graduates working full-time had median earnings of \$33,800 in current 1997 dollars. This compared with median earnings of \$25,700 for college graduates working full-time and \$23,400 for those from trade or vocational schools.

Thirteen in-depth research papers on various aspects of the National Graduates Surveys (NGS) will be available later this year. These papers will encompass NGS and follow-up data from 1982, 1986, 1990 and 1995 graduation years, with longitudinal analysis including labour market transitions, skill use, employment equity issues, further post-secondary education and training, occupation pathways, and job satisfaction.

Further information on these graduates tabulated by occupation and industry is available separately. ■

The Class of '95: Report of the 1997 National Survey of 1995 Graduates is available from the Public Enquiries Centre of Human Resources Development Canada. Fax: 819-953-7260; Internet: www.hrdc-dhrc.gc.ca/arb.

Source: Statistics Canada, The Daily, April 28, 1999, www.statcan.ca.

CAUT APPOINTMENTS

Director of Public Policy & Communications



David Robinson has been appointed to the position of Director of Public Policy and Communications. Mr. Robinson holds a M.A. from Simon Fraser University in Communications and a B.A. from Queen's University. He is currently a Ph.D. candidate at Carleton University in Ottawa. Prior to joining CAUT, Mr. Robinson worked as Senior Researcher with the BC office of the Canadian Centre for Policy Alternatives and before that as Research and Communication Coordinator for the Council of Canadians. As Director of Public Policy and Communications, Mr. Robinson will be responsible for CAUT's communications department, will assist in the development of CAUT policy, and will spearhead CAUT's public awareness campaign.

Staff Lawyer



Shaheen Hirani has been appointed to the position of Staff Lawyer. Ms. Hirani has been working for CAUT on a limited-term basis as a lawyer since May 1998. Her new appointment is on a permanent basis. Ms. Hirani was called to the Ontario Bar in February 1998 and worked for the United Steelworkers of America prior to joining CAUT. As a member of the legal group, Ms. Hirani will provide legal services to members under the CAUT Arbitration Service. She will also be developing training programs to assist members in handling of grievances and arbitrations.

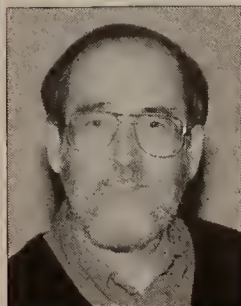
Research & Education Officer



Paul Jones has been appointed to the position of Research and Education Officer. Mr. Jones has been working for CAUT as a staff lawyer on a limited term basis since February 1988. He has a Bachelor of Laws degree from the University of Ottawa and prior to joining CAUT worked for the labour law firm of Raven, Jewett & Allen. Mr. Jones has also worked as a consultant for the Canadian Labour Congress and was employed by the Ontario Public Interest Research Group. As Research and Education Officer, Mr. Jones will be responsible for coordinating CAUT's educational workshop and training sessions and will be the member of the Research Department specializing in research issues requiring a legal background.

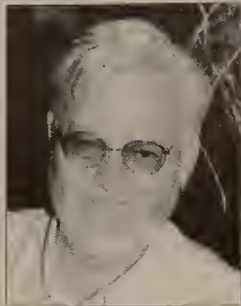
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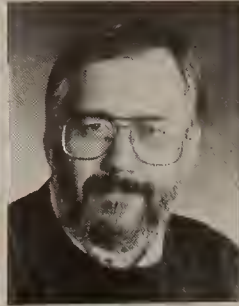
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NEWS • ACTUALITÉS

Minister Rapped for Reaping the Benefits

From PAGE 1

of the university — alongside teaching, research, and community service. Our public educational system is vital to sustaining the character and purpose of Canadian social, economic and political life. To accomplish that goal, our public educational institutions must be free of encumbrances resulting from compulsory ties to the corporate and commercial world — or to any other special interest. Yet this is precisely what the report recommends."

The report attacks university researchers and, in the only bold-faced and italicized sentence in the document, implies that their behaviour is anti-Canadian — arguing that leaving ownership in their hands "is tantamount to providing a vehicle to transfer significant amounts of valuable technology out of the country."

"The criticism is misplaced," says Graham. "It ignores the long history of high-tech Canadian corporations actively courting foreign owners as the best route to expand. Moreover, most patentable inventions, if of any value, are minor improvements to existing products or manufacturing processes and will be primarily of interest to those already operating in the field — many of them foreign operations. Protecting Canadian interests is hardly easy, but blaming university researchers for the problem is unfair and misleading."

Graham also told the minister the panel seems unaware of the history of scientific development. "The report's single-minded interest in commercialization blinds it to the fact that most discoveries of ultimate commercial importance came from basic research in which no commercial outcome seemed likely at the outset," Graham noted.

"Had the policies recommended by the panel been in place over the last 100 years, there would have been little support for most of the research that has been of greatest commercial importance."

Graham says the report reflects an insensitivity to the importance of social and cultural values that underlie much research that benefits Canadians without generating products with commercial value.

CAUT has also expressed concern about how the report was prepared and the undue haste with which it is being pushed forward.

"There was no consultation with faculty or researchers until the report was sent to us on March 28," said James Turk, Executive Director of CAUT. "Then we were told the report was going to the Prime Minister's Advisory Council on Science and Technology on May 11 and to Cabinet on May 29."

"It is clear the federal government wanted no real input" Turk added.

The expert panel is chaired by Pierre Fortier, CEO of Innovitech Inc. (six of the nine members of the panel are presidents or vice-presidents of corporations, including the Royal Bank and Nortel Networks). Two members represent university administrations: James Murray, Associate Vice-President of Research/Industry Relations at the University of Alberta and Robert Miller Jr., Associate Vice-Provost for Research at the University of Washington in Seattle. The final member is Tom Brzustowski, President of the Natural Sciences and Engineering Research Council of Canada. ■

Copies of the draft report were distributed to each faculty association at the April CAUT Council meeting and should be available at the local association office.

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MOBILIZING SUPPORT FOR BARGAINING

This year, the CAUT Collective Bargaining Conference will focus on strategies and tactics for mobilizing support for negotiations.

MEDIA RELATIONS

David Robinson, CAUT Director of Public Policy & Communications, will help conference participants develop and discuss strategies for the effective use of the media.

MOBILIZING STUDENT SUPPORT

The National Chairperson of the Canadian Federation of Students, Michael Conlon, will lead a discussion on building alliances with student organizations.

ENSURING THE MEMBERSHIP IS ONSIDE

A panel of experienced negotiators will lead a discussion on mobilizing membership support. Emphasis will be placed on dealing with divisive issues.

REACHING OUT TO THE BROADER COMMUNITY

Conference participants will develop and discuss strategies for mobilizing community support. An experienced community organizer will serve as a resource person.



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Panel to Review Human Rights Act

JUSTICE Minister Anne McLellan has announced plans for a review panel to examine Canada's Human Rights Act and find ways to modernize it and improve the complaint process.

The review panel will be chaired by retired Supreme Court Justice Gerard La Forest, a judge with expertise in administrative, constitutional and human rights law. Other members of the panel are William Black, a professor of human rights law at the University of British Columbia; Renée Dupuis, a Quebec City lawyer, and former commissioner with the Canadian Human Rights Commission;

and Harish Jain, a professor in the faculty of business at McMaster University and noted expert on systemic discrimination issues.

The team of human rights experts will examine the purpose and grounds, the adequacy of the scope and jurisdiction of the act, how to simplify and speed up the complaints process, and the powers and procedures of the Canadian Human Rights Commission and the Human Rights Tribunal.

The panel is expected to hold public consultations and report back to the minister by April 2000. ■

Faire la nouvelle : Comment courtiser les médias

La campagne de sensibilisation de l'ACPPU, sur le thème «Nos universités, notre avenir», a été au cœur des discussions à la dernière assemblée du Conseil tenue à la fin d'avril.

David Robinson, nouveau directeur des communications de l'ACPPU, a donné un avant-goût des projets qui seront mis en œuvre pour le lancement officiel de la campagne visant à sensibiliser le public aux conséquences de la réduction du financement gouvernemental, de la hausse des frais de scolarité et du phénomène de la commercialisation de plus en plus présent dans les collèges et les universités du Canada. Le 14 septembre, l'ACPPU lancera à l'échelle nationale sa campagne de sensibilisation du public. Puis, du 29 au 31 octobre, une importante conférence sur la commercialisation de l'enseignement postsecondaire aura lieu, suivie le 18 novembre, d'un lobby au palier fédéral.

Passant ensuite à une discussion sur les stratégies de communications et de relations avec les médias, Robinson a montré aux membres un certain nombre de sondages d'opinion et leur a signalé quelques défis importants que l'ACPPU et ses associations devront relever.

Selon Robinson, le premier défi de l'ACPPU sera de se faire connaître des médias et du public en général, ce qui n'est pas le cas actuellement. Pour y parvenir, l'ACPPU est en train de dresser une liste complète de médias, se prépare à publier régulièrement des lettres d'opinion aux journaux et transmet ses nouvelles publications ainsi que de la documentation à des journalistes et à des chroniqueurs importants.

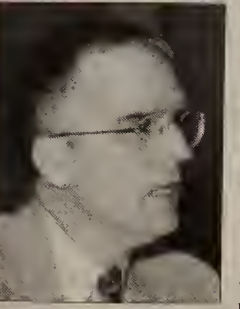
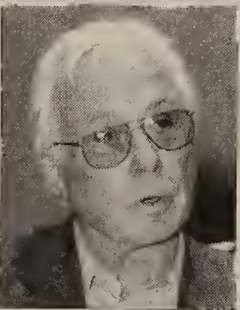
Il a également fait remarquer que les médias conventionnels, à quelques exceptions près, risquent de réagir négativement aux revendications en faveur du financement de base accru des universités et des collèges et d'un revirement de la situation en ce qui concerne la commercialisation de l'enseignement et de la recherche. Il sera donc essentiel de prévoir la réaction de la presse conservatrice et de répliquer rapidement aux critiques.

Après cette présentation, les délégués des associations locales et provinciales ont eu droit à un cours accéléré sur les relations avec les médias. Groupés en ateliers, les délégués ont reçu un communiqué de presse fictif dans lequel leur gouvernement «provincial» annonçait son intention d'éliminer le système de la permanence. Soumise à une échéance serrée, chaque équipe devait rédiger une déclaration à l'intention des médias en réaction à l'annonce du gouvernement.

Chaque atelier a choisi des porte-parole pour animer une con-

férence de presse simulée, complétée de journalistes et de photographes, devant tous les délégués du Conseil.

Bob Rupert, professeur de journalisme à l'Université Carleton, et Gail Lem, ex-journaliste du *Globe and Mail* et maintenant vice-présidente des médias au Syndicat canadien des communications, de l'énergie et du papier, ont campé



DE HAUT EN BAS — Bob Rupert, Gail Lem, Vincent Mosco et Tom O'Brien ont partagé leur expertise sur les relations avec les médias avec les délégués du Conseil de l'ACPPU.

des journalistes persuasifs. Vincent Mosco, professeur de communications à l'Université Carleton, et Tom O'Brien, représentant national des communications au Congrès du travail du Canada, ont fait part de leurs observations pour chacune des conférences de presse.

De leur expérience avec les journalistes, les délégués ont tiré d'importantes leçons, soit essayer d'illustrer leurs arguments par des exemples concrets, être aussi concis que possible, essayer de faire des déclarations qui peuvent être citées et ne jamais discuter avec un journaliste car il aura toujours le dernier mot.

À la fin de leur communication, les journalistes et les observateurs ont donné leurs derniers conseils aux délégués.

«Vous devez admettre que nombre de journalistes sont peut-être sympathiques à votre cause», a déclaré Gail Lem. «Cependant, vous devez aussi vous mettre à leur place et comprendre les contraintes auxquels ils font face. Compte tenu du degré de concentration des médias au Canada, de nombreux journalistes s'auto-censureront de crainte d'offenser un propriétaire qui est probablement le seul joueur sur le terrain.»

Bob Rupert a insisté sur le besoin, pour l'ACPPU et ses associations, d'être plus accessibles dans leurs communications avec les médias.

«Vous n'avez pas besoin de rendre votre message simpliste», a ajouté Rupert. «De fait, vous devez communiquer votre message avec plus d'intelligence.»

Tom O'Brien était du même avis et il a souligné le fait que les professeurs de collège et d'université devaient chasser l'image élitiste qu'ils projettent : «Le public en général vous perçoit comme des gens inaccessibles et élitistes. Il est donc important que, dans vos communications, vous ne renforciez pas ce stéréotype en vous exprimant en termes théoriques et larges. Utilisez des exemples concrets et des histoires vraies. Montrez aux gens que vous êtes capables de parler de ces questions avec émotion.»

«Il est capital que nous respections le public dans l'élaboration de notre stratégie globale de communications», a ajouté Vincent Mosco. «Nous ne pouvons tout simplement pas écarter leurs préoccupations sur l'impôt ou la réduction de leur paie. Nous devons reconnaître que ces préoccupations sont légitimes et les convaincre que ces problèmes empireront si nous n'amenons pas le financement de l'éducation dès maintenant.» ■

Traduit de l'article «Making the News — Workshop Helps Associations Get Their Message Out».

NOMINATIONS À L'ACPPU

Directeur de la politique officielle et des communications



David Robinson a été nommé au poste de directeur de la politique officielle et des communications. Il est titulaire d'une maîtrise en communications de l'Université Simon Fraser et d'un baccalauréat de l'Université Queen's. Il est actuellement candidat au doctorat à l'Université Carleton, à Ottawa. Avant de rejoindre l'ACPPU, M. Robinson était chercheur principal au bureau de la Colombie-Britannique du Centre canadien de politiques alternatives.

Auparavant, il était coordonnateur de la recherche et des communications au Conseil des Canadiens. À titre de directeur de la politique officielle et des communications, M. Robinson sera responsable du département des communications de l'ACPPU, il aidera à l'élaboration de la politique de l'ACPPU et mènera la campagne de sensibilisation du public de l'ACPPU.

Avocate



Shaheen Hirani a été nommée au poste d'avocate. M^{me} Hirani travaille pour l'ACPPU comme avocate depuis mai 1998 et occupait un poste à durée limitée. Elle a été nommée à un poste permanent. Reçue au Barreau de l'Ontario en février 1998, elle a travaillé pour les United Steelworkers of America avant de rejoindre l'ACPPU. M^{me} Hirani fournira des services juridiques

aux membres dans le cadre du Service d'arbitrage de l'ACPPU. Elle mettra également au point des programmes de formation pour aider les membres dans le règlement de griefs et l'arbitrage.

Agent de recherche et de formation



Paul Jones a été nommé au poste d'agent de recherche et de formation. Il travaille à l'ACPPU depuis février 1998 en tant qu'avocat et occupait un poste à durée limitée. Titulaire d'un baccalauréat en droit de l'Université d'Ottawa, il était auparavant à l'emploi du cabinet d'avocats en droit du travail Raven, Jevitt et Allen avant de rejoindre l'ACPPU. M. Jones a également été

conseiller pour le Congrès du travail du Canada et a travaillé au Groupe de recherche d'intérêt public. À titre d'agent de recherche et de formation, M. Jones coordonnera les ateliers et les séances de formation de l'ACPPU et fera partie du département de la recherche pour les questions exigeant une spécialisation en droit.

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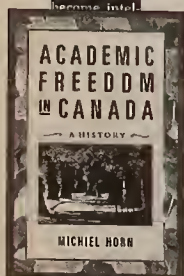
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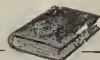
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Think Big to Get Results When Teaching Large Classes

Teaching Large Classes

Allan J. Gedalof, *Dalhousie University: STLHE*
Instructional Development, 1998; 55 pp; \$10 ca.

By B. GAIL RIDDELL

"A GOOD teacher ... will teach primarily not to provide good notes or a body of facts that comprise part of a discipline, but will motivate and teach how to learn, especially how to learn things that no one has yet taught." (p.14)

If you have watched author and professor Allan Gedalof in action, as I have, you won't believe that a mere monograph written by him can reflect the pizzazz, shooting sparks and near-levitation that he achieves in an actual large-class situation. He comes close to accomplishing it, though, by employing an upbeat style supplemented by good examples. He also takes a pretty strong stance on institutional rationales for establishing what he calls "very large classes" (for him, in excess of 1,000 students).

Gedalof's practical monograph is the first in a series of Green Guides to be produced by the Canadian Society for Teaching and Learning in Higher Education (STLHE). It should be pointed out that the author took a risk here by daring to write not only outside of his discipline (English Literature), but on a teaching-related topic; in a world which normally does not reward such behaviour. Gedalof gives credit to his department chair, who supported the author's view that "publishing broadly on pedagogy is as valuable as working more narrowly within one's field." (p.8)

Before any practical aspects of his work come to light, we need to understand the context of his writings — and that context is the politics of teaching large classes. Gedalof takes a clear stand here. He claims that "creating large classes is fundamentally contrary to what university teaching is supposed to do; foster the growth of individuals" (p.9)

He takes a swipe at the lack of available training for university teaching, by pointing out that faculty members prepare themselves for the public act of teaching mainly by undertaking private acts of research as graduate students. (p.9) And late in the work, he advises colleagues not to "punish your students for the faults of society and governments that pay lip service to the high value of education but do not put their money where their mouths are." (p.52)

In spite of (or because of?) his beliefs, Gedalof, a national 3M award-winning teacher himself, is at great pains to write a useful work for his Canadian colleagues. He points out that the work focusses on strategies and techniques, leaving the content and structure up to the instructor. Larger classes are defined as those in which protracted eye contact cannot be made with all students, say 50 of them. Very large classes are those in excess of 400 students, of

which there are growing numbers in Canadian universities.

In describing ways of working within the structure of large classes to engage the learners actively, Gedalof shows great sensitivity towards student needs and realities. He tells the reader that a fundamental shift in approach is needed for large classes — that of thinking bigger in all respects. Write larger, speak louder and clearer, walk all around the class, and "prepare, prepare and over-prepare." (p.18) He encourages instructors to continually test student learning and comprehension with questions and diagnostic tests, and through tutorials.

Of greatest interest to many university teachers will be the section which focusses on delivery, in the broadest sense. He devotes several pages to the actual class, from setting the tone, varying instructional methods, using humour and finishing the class (on time and without trying to finish off several crucial points of the lesson in the last minute!).

This section is followed by a nice summary of interactive strategies which work, even in the largest classes and contrary to popular belief! He discusses questioning techniques, ways of involving students in working groups outside of the classroom, and ways of gathering responses and promoting communication within the classroom. The one that I loved was the "mass debate, which pits one large section of the class in debate with one or more other sections." (p.39) As he describes the process, it actually sounds like a civilized and interesting approach to learning, rather than the chaos that one might imagine. Gedalof is probably guilty of understatement here, when he claims that "you have to be deft enough to steer proceedings a little from time to time." (p.40)

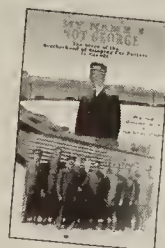
The author goes on to provide guidance on team teaching in the large class situation, and a very focussed section on the use and possible abuse of course tutorials and their leaders (usually graduate teaching assistants). He closes with a section on teaching aids and technology, highlighting the need for control for lights, projectors, computer keyboards, wireless microphones and other equipment. Class sizes are broken into three categories here, since each size requires different equipment (for example, a microphone may not be needed for a class of 80, but is suggested for a class of over 100). With tongue planted in cheek, Gedalof lists "a smoke machine and a set of assorted mirrors" (p.51) as necessary props for classes exceeding 400.

If you teach large classes, do yourself and your students a favour by purchasing and applying the wisdom contained in this monograph.

"... if nobody is learning, you are just talking, not teaching." (p.14) ■

(B.Gail Riddell is Director of the University of British Columbia's Centre for Teaching and Academic Growth.)

QUICK REVIEWS

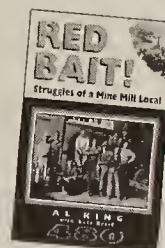


My Name's Not George

Stanley G. Grizzle with John Cooper, Toronto: Umbrella Press, 1998; 128 pp; paper \$16.95 ca., \$19.95 us.

This book of personal reminiscences by labour and anti-racism activist Stanley Grizzle is a fast, and fascinating, read. Grizzle worked for 20 years as a sleeping car porter for the CPR, the only railroad job then open to African Canadians. It wasn't until 1955 that the first Black sleeping car conductors were hired in Canada. The book covers a lot of territory in its 100 pages, not only the story of the Brotherhood of Sleeping Car Porters, but also glimpses into the life of the African Canadian community in Toronto and anti-racism struggles in the labour movement and everyday life.

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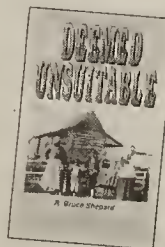


Red Bait! Struggles of a Mine Mill Local

Al King with Kate Braid, Vancouver: Kingbird Publishing, 1998, 176 pp; paper \$20 ca.

Together with writer Kate Braid, Al King has produced a totally absorbing memoir of a union life in Canada. King retired from Steelworker staff in 1980, having come into the union after the merger with the International Union of Mine Mill and Smelter Workers in 1967. King began work as a labourer for the Consolidated Mining and Smelting Company (CM&S, now Cominco) in Trail in 1937. King was soon a key player in the small nucleus of activists who built Mine Mill Local 480 at the Trail smelter — a campaign that took several years of near-clandestine organizing until World War II. King's account of working life in Trail, and of the life of the community, is full of incident, humour, misery, courage, betrayals and occasional triumphs — all tied together by a terrific story-telling skill. The book is filled with classic characters that do credit to a seasoned novelist. King's portraits and stories produce riveting accounts of neglected events in Canada's social history. Especially good is his re-telling of the story of the famous Peace Arch Park concerts by Paul Robeson. But even his account of events that sound depressingly *deja-vu* — like the long, compensation fights and the battles for recognition of occupational cancers in mining — are well-paced and make for good reading. *Red Bait!* is engaging, vigorous stuff. It is not just the product of King's amazing memory for detail and his story-telling talent. It is also the result of first-rate editing, revising and organizing by labour historian and poet Kate Braid. We have too few memoirs of labour careers like this, and I for one am grateful for this fascinating volume.

© D. Mackenzie Steel Labour/CALM, 1998.



Deemed Unsuitable

R. Bruce Sheppard, Toronto: Umbrella Press, 1997; 176 pp; paper \$17.95 ca., \$14.95 us.

During the settlement era white homesteaders on both sides of the 49th parallel went to considerable lengths to exclude blacks from the region. Black settlers attempting to make their homes in the Indian Territory discovered that white racism had preceded them to what would later become Oklahoma. Between 1,000 and 1,500 blacks then turned north, only to find another variety of white racism thriving on the Canadian Plains.

This quick review produced from information supplied by publisher.

Prof Turns Down Honour at Mt. A

DR. Charles H. Scobie, a retired and distinguished professor of religious studies at Mount Allison University, has refused an appointment as professor emeritus bestowed by the board of regents. He was to have received the title at the university's convocation ceremonies on May 10, but turned down the honour to protest the unprecedented action of the administration and board in denying the same title to retired professor Michael Thorpe.

The university's senate has

twice recommended the honorary title for Mr. Thorpe, who retired from Mount Allison in 1997. Mr. Thorpe attributes the board's opposition to his very public criticisms of university president Ian Newbould's administration.

Last spring, eighty past and present members of the university faculty signed a petition in support of Professor Thorpe, and earlier this year CAUT's Academic Freedom and Tenure Committee launched an investigation into the Thorpe affair.

George De Benedetti, president of the Mount Allison Faculty Association, says many faculty members support Dr. Scobie in his stand.

"Dr. Scobie is a man of honour and integrity, and his actions in support of academic freedom are applauded by the faculty at Mount Allison," he said.

Dr. Scobie is a former head of the religious studies department, a former dean of arts, and a former member of the board of regents at Mount Allison. ■

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equity and encourage applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

COMMUNITY HEALTH SCIENCES

UNIVERSITY OF MANITOBA — The Department of Community Health Sciences, Faculty of Medicine, University of Manitoba is seeking to fill a contingent, geographical full-time (FT) staff member at the rank of Assistant Professor to commence as soon as possible. The Department of Community Health Sciences actively participates in the undergraduate and residency training programs in the Faculty of Medicine and offers the MSc and PhD degrees through the Faculty of Graduate Studies. It currently has 18 full-time and over 50 part-time faculty members. It has a strong research track record with particular strengths in health policy and evaluation, Aboriginal health, occupational/environmental health, and aging and health. It also provides a variety of services to communities, organizations and governments on a contractual basis. This is a new position established in collaboration with Manitoba Health to provide community health expertise and leadership to its Health Outcomes Analysis Unit. The Health Outcomes Analysis Unit is a new initiative of Manitoba Health with the aim of providing evidence-based analysis and policy advice to the Minister of Health and senior officials. The Unit currently consists of two individuals with epidemiological and economic expertise and requires a physician leader, reporting to the Assistant Deputy Minister. The position provides an opportunity to assume a dynamic leadership role within the government. The successful applicant should have knowledge of government health policy and health system issues and organization, as well as superior communication, problem solving, negotiation and collaborative skills. The position requires creativity and critical thinking. Outlets would include the direction and coordination of research and analysis in the area of innovative health care models and best practices for consideration and application within Manitoba. The physician leader will divide his/her time between Manitoba Health (80%) and the University (20%), where he/she is expected to participate in departmental teaching activities and also collaborate in research projects. The successful applicant must hold a medical degree eligible for registration with the College of Physicians and Surgeons of Manitoba. In addition, the applicant must have additional academic training in community health or one of its cognate disciplines at the Master's or Doctorate level and certification in community medicine by the Royal College of Physicians and Surgeons of Canada (RCPSC) or its equivalent. Salary will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Interested candidates should apply enclosing a curriculum vitae and the names of three referees by May 30, 1999, to: Dr. T. Kue Young, Professor and Head, Department of Community Health Sciences, Faculty of Medicine, University of Manitoba, 750 Bannatyne Ave., Winnipeg, Manitoba R3E 0W3. E-mail: tyoung@cc.umanitoba.ca; Fax: (204) 786-3905.

1999. The Department is interested in excellent candidates from all areas of computer science. However, preference will be given to candidates interested in applied research, in areas such as database systems, software engineering, and hardware. In keeping with the Department's interdisciplinary perspective, we particularly encourage candidates whose interests cut across traditional boundaries. Applicants must have a PhD in computer science or equivalent. For further information about the Department, see <http://www.usask.ca>. The University of Saskatchewan is committed to employment equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In a medical degree program, this advertisement is directed to Canadian citizens and permanent residents in the first instance. However, this position has been cleared for advertising at the open level. Applications are invited from qualified individuals, regardless of their immigration status. Applicants should include curriculum vitae and the names and addresses of three references, and be accepted until the position is filled. Please direct applications or enquiries to the Head, Professor, Dr. Derek Egan, Department of Computer Science, University of Saskatchewan, Saskatoon, SK S7N 5A9 Canada; egan@usask.ca.

UNIVERSITY OF MANITOBA — The Department of Community Health Sciences, Faculty of Medicine, University of Manitoba is seeking to fill a tenure-track faculty position at the rank of Associate Professor to commence as soon as possible. Applicants should have a PhD in the social or health sciences, physicians and other health professionals must have a doctoral research degree. Physicians may elect to enter a geographic full-time (FT) agreement; they must hold a medical degree eligible for registration with the College of Physicians and Surgeons of Manitoba. The Department of Community Health Sciences actively participates in the undergraduate and residency training programs in the Faculty of Medicine and offers the MSc and PhD degrees through the Faculty of Graduate Studies. It currently has 18 full-time and over 50 part-time faculty members. It has a strong research track record with particular strengths in health policy and evaluation, Aboriginal health, occupational/environmental health, and aging and health. It also provides a variety of services to communities, organizations and governments on a contractual basis. This is a new position established in collaboration with Manitoba Health to provide community health expertise and leadership to its Health Outcomes Analysis Unit. The Health Outcomes Analysis Unit is a new initiative of Manitoba Health with the aim of providing evidence-based analysis and policy advice to the Minister of Health and senior officials. The Unit currently consists of two individuals with epidemiological and economic expertise and requires a physician leader, reporting to the Assistant Deputy Minister. The position provides an opportunity to assume a dynamic leadership role within the government. The successful applicant should have knowledge of government health policy and health system issues and organization, as well as superior communication, problem solving, negotiation and collaborative skills. The position requires creativity and critical thinking. Outlets would include the direction and coordination of research and analysis in the area of innovative health care models and best practices for consideration and application within Manitoba. The physician leader will divide his/her time between Manitoba Health (80%) and the University (20%), where he/she is expected to participate in departmental teaching activities and also collaborate in research projects. The successful applicant must hold a medical degree eligible for registration with the College of Physicians and Surgeons of Manitoba. In addition, the applicant must have additional academic training in community health or one of its cognate disciplines at the Master's or Doctorate level and certification in community medicine by the Royal College of Physicians and Surgeons of Canada (RCPSC) or its equivalent. Salary will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Interested candidates should apply enclosing a curriculum vitae and the names of three referees by May 30, 1999, to: Dr. T. Kue Young, Professor and Head, Department of Community Health Sciences, Faculty of Medicine, University of Manitoba, 750 Bannatyne Ave., Winnipeg, Manitoba R3E 0W3. E-mail: tyoung@cc.umanitoba.ca; Fax: (204) 786-3905.

COMPUTER SCIENCE

UNIVERSITY OF SASKATCHEWAN — Department of Computer Science. Applications are invited for a limited term faculty position at the Assistant Professor level to commence on July 1,

1999. The Department is interested in excellent candidates from all areas of computer science. However, preference will be given to candidates interested in applied research, in areas such as database systems, software engineering, and hardware. In keeping with the Department's interdisciplinary perspective, we particularly encourage candidates whose interests cut across traditional boundaries. Applicants must have a PhD in computer science or equivalent. For further information about the Department, see <http://www.usask.ca>. The University of Saskatchewan is committed to employment equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In a medical degree program, this advertisement is directed to Canadian citizens and permanent residents in the first instance. However, this position has been cleared for advertising at the open level. Applications are invited from qualified individuals, regardless of their immigration status. Applicants should include curriculum vitae and the names and addresses of three references, and be accepted until the position is filled. Please direct applications or enquiries to the Head, Professor, Dr. Derek Egan, Department of Computer Science, University of Saskatchewan, Saskatoon, SK S7N 5A9 Canada; egan@usask.ca.

CONTINUING STUDIES

UNIVERSITY OF BRITISH COLUMBIA — Computer Science Continuing Education, UBC Continuing Studies requires a dynamic leader for the Digital Technology Programs. As Program Director, you will ensure quality program design and delivery within a customer-service oriented and cost recovery environment. You will provide strong conceptual and developmental leadership in the creation of new programs, designing innovative curriculum relevant to learners and the workplace and delivered effectively. You will range of workshops, seminars, certificate and diploma series and the delivery of a regional clientele with strategic expansion into the international marketplace. The Program Director will continually investigate new initiatives, work directly with UBC facilities, industry contacts and international partners to expand into new content areas and services. These programs and their extensive growth potential play a vital role in Continuing Studies strategic plan as well as that of the University at large. The Program Director will represent Continuing Studies to industry, business, and government agencies, both locally and internationally. The position calls for a visionary, someone who understands the current and future technology needs of many diverse markets and creates educational lifelong learning opportunities to meet these needs. It requires a strategic thinker who communicates clearly and effectively and understands interdisciplinary solutions. Proven success in developing marketing strategies in consultation with a marketing department is essential. The ability to develop and implement best business practices is expected. Writing of concept documents and proposals is also important. Qualifications: Masters in adult education, technology or business; extensive experience in program design and delivery that respond to the needs and circumstances of learners; technically

astute and able to teach leading edge technology content; excellent administrative, interpersonal and leadership skills; and demonstrated success in developing and managing innovative education programs for a wide range of clients. Proven experience in overall fiscal leadership and accountability is essential. Salary will be commensurate with experience. Application deadline: May 17, 1999. Applications to: Jane Hutton, UBC Continuing Studies, 5957 Louisa Drive, Vancouver, BC V6T 1Z1. Telephone: (604) 822-1438. Fax: (604) 822-1499. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

DENTISTRY

DAHLHOUSE UNIVERSITY — Biomedical Scientist. Applications are invited for a full time tenure-track position at the rank of Assistant or Associate Professor in the Department of Applied Sciences, Faculty of Dentistry. The position is available from July 1, 1999. The Department of Applied Sciences is a multidisciplinary basic

science department within the Faculty of Dentistry. Faculty interests include biomaterials, tissue mechanics, cell/membrane interactions, microbiology, and pharmacokinetics. The ideal candidate will have a PhD in Biomedical Engineering, Materials Science, or a related discipline, and preferably post-doctoral academic or industrial experience. Research interests and experience should be in one or more of the following areas: (i) biomaterials, (ii) connective tissue structure/function, (iii) tissue engineering and/or (iv) cellular/biomechanical/mechanobiology. The successful candidate will be expected to contribute to the undergraduate teaching programs of the Faculty of Dentistry and to graduate teaching and supervision through the School of Biomedical Engineering. Closing date for receipt of applications will be Friday, June 18, 1999. Dahlhouse University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, visible minorities, and persons with disabilities in accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Non-Canadians are also encouraged to apply. Applicants should submit: (i) a curriculum vitae, (ii) two or three

reprints of recent publications, (iii) a one to two page statement outlining their research plans and (iv) the name, addresses and internet e-addresses for three references to: Dr. Helen Rydman, Chair Search Committee Faculty of Dentistry, Dahlhouse University Halifax, NS B3H 3J5.

ECONOMICS

UNIVERSITY OF NEW BRUNSWICK — The Department of Economics, University of New Brunswick. Professor invites applications for a post-doctoral fellowship in environmental economics. The appointment will begin as of July 1, 1999 or as mutually agreeable. Duties include teaching at the graduate and undergraduate levels and research. The successful candidate will have an opportunity to work in an interdisciplinary environmental research group and be affiliated with the Environment and Sustainable Development Research Centre and the Centre for Property Studies. Candidates should have a PhD and a strong commitment to research. This position is subject to budgetary approval. Applications with curriculum vitae and names and addresses of three references should be sent, by June 1, 1999 to Richard McGaw, Economics, UNB, PO

Lakehead UNIVERSITY

ASSISTANT PROFESSOR DEPARTMENT OF BIOLOGY

The Department of Biology at Lakehead University invites applications for a limited term appointment at the rank of Assistant Professor commencing September 1, 1999 and ending May 31, 2000. Responsibilities will include, but will not be limited to, teaching Biology 2171 (Genetics) and three other calendar-listed half courses, preferably in the area of human biology. Research activity is encouraged but not required. An earned PhD degree or equivalent, and teaching experience are required. This position is subject to final budgetary approval.

Interested applicants should send a curriculum vitae, statements of teaching interest, course outlines, formal evaluations of teaching performance and the names and addresses of three referees to:

Dr. David Kemp, Acting Dean of Arts and Science
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1

Application review will begin on June 30, 1999.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.

ROYAL MILITARY COLLEGE OF CANADA

Editor/Professor

The Royal Military College (RMC) of Canada invites applications for the position of Editor for the new professional journal of the Department of National Defense (DND) and Canadian Forces (CF). The journal will be the professional forum of the CF and will publish peer reviewed articles submitted by members of the DND-CF team and those submitted by external academics and others interested in Canadian defense and military policy. The appointment will be of fixed limited term open to negotiation but not to exceed four years.

RMC is seeking someone with a suitable combination of academic attainment (A Ph.D. from a recognized Canadian University in the humanities or social sciences or an M.A. from a recognized University with the demonstration of suitable work experience commensurate with a Ph.D.), acceptable editorial or serial production experience, a record of publication and activity related to academic publishing, and acceptable teaching experience. A willingness to travel is also essential.

The successful candidate should be prepared to teach undergraduate and graduate courses within their field of expertise, and to conduct active research programs once the journal is a going concern. Proficiency in English as well as French is essential for this bilingual position. (Preference will be given to the bilingual Eligibility List. Eligibility Lists may be established to staff similar positions with various linguistic requirements and profile). A written examination may be employed.

The Editor will report to the Commandant of the College through the office of the Principal. Candidates with suitable academic backgrounds and/or experience are encouraged to apply. This is a unique opportunity to take a leading role in shaping the new professional forum for the Department of National Defense and to manage the design, production and editorial integrity of the journal.

The salary range is under negotiation but was \$37,389 to \$85,583 for 1997/98. Starting salary and academic ranking UT 02 (Assistant Professor) to UT 04 (Full Professor) will be determined in accordance with education, experience and qualifications. Materials submitted in application should include a curriculum vitae, with proof of education; a summary of research interests; samples of your editorial work and publications; a brief type written essay, not to exceed 1500 words outlining your vision and suitability for the position; a statement of salary expectations (with a record of your previous salaries); and your potential departmental affiliation for teaching purposes. Three letters of support are also required. These materials must be addressed to: Editor/Professor Hiring Committee, Principal, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, Ontario K7K 7B4.

The expected starting date for the position is 15 July 1999.

The closing date for applications is 30 May 1999.

In conformity with Canadian immigration policies, this position is offered to Canadian citizens in the first instance and to landed immigrants and permanent residents in the second instance. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.



COLLÈGE MILITAIRE ROYAL DU CANADA

Rédacteur/Professeur

Le Collège militaire royal (CMR) du Canada lance un appel de candidatures pour le poste de rédacteur/rédactrice de la nouvelle professionnelle du Ministère de la Défense nationale (MDN) et des Forces canadiennes (FC). La revue sera le forum professionnel des FC et on y publiera des articles revus par des pairs et présentés par des membres de l'équipe du MDN et des FC ainsi que des articles présentés par des universitaires de l'extérieur et d'autres parties intéressées à la politique canadienne militaire et de défense. La personne retenue sera nommée pour une période déterminée, mais, ne dépassant pas quatre ans. Le CMR est à la recherche d'une personne possédant un agencement convenable d'études (un Ph.D. d'une université canadienne reconnue dans le domaine des lettres et science humaines ou dans celui des sciences sociales, ou encore une maîtrise d'une université reconnue, en plus d'une expérience de travail correspondant à un Ph.D.), une expérience de la rédaction ou de la production de publications en série, des antécédents dans le domaine de la publication et de l'activité liées à l'édition universitaire et une expérience de l'enseignement. Le post requiert de nombreux déplacements.

La candidature ou le candidat devrait être prêt à enseigner des cours de premier cycle et de deuxième cycle dans son domaine de compétence et à mener des programmes de recherche active une fois la revue lancée. La connaissance de l'anglais et du français est essentielle pour ce poste bilingue. (La préférence sera accordée à la liste d'admissibilité des postes semblables comportant divers profils et exigences linguistiques). Un examen écrit pourrait être requis. Le rédacteur relèvera du commandant du Collège par l'intermédiaire du cabinet du recteur. ON invite les personnes ayant une expérience ou des antécédents scolaires pertinents à poser leur candidature. Il s'agit d'une occasion unique de jouer un rôle de premier plan dans la création d'un nouveau forum professionnel pour le Ministère de la Défense nationale et pour diriger la conception, la production et s'assurer l'intégrité rédactionnelle de la revue.

L'échelle salariale est en négociation, mais elle était de 37 389 \$ à 85 583 \$ en 1997-1998. Le salaire de départ et la catégorie professionnelle UT 02 (professeur adjoint) à UT 04 (professeur titulaire) seront déterminés conformément au niveau de salaire, à l'expérience et aux qualifications. Les documents présentés avec la demande devraient inclure un curriculum vitae, accompagné d'une preuve d'étude, un résumé des intérêts en matière de recherche, des échantillons de vos publications et de vos travaux de rédaction, un court essai dactylographié d'au plus 1 500 mots énonçant votre vision et les raisons pour lesquelles vous postulez le poste, une indication de vos attentes salariales (accompagnées d'un registre de vos salaires précédents) et votre affiliation départementale éventuelle aux fins de l'enseignements. Trois lettres d'appui sont également exigées. Ces documents doivent être acheminés au : Comité de sélection - rédacteur(trice) / professeur(e), Recteur, Collège militaire royal du Canada, C.P. 17000, Succursale Forces, Kingston (Ontario) K7K 7B4. La date prévue d'entrée en fonction du titulaire est le 15 juillet 1999.

La date de fermeture pour la réception des demandes est le 30 mai 1999.

Conformément aux politiques en matière d'immigration du Canada, ce poste est offert en premier lieu aux citoyens canadiens, puis aux immigrants reçus et aux résidents permanents en deuxième lieu. Le Collège militaire royal du Canada est un établissement d'enseignement mixte et bilingue, et ce poste est offert également aux hommes et aux femmes.

CAREERS SECTION · SECTION DES CARRIÈRES



McGill

Assistant Professor Italian Studies

Dept. of Italian Studies invites applications for a one-year appointment, beginning December 1, 1999, as part-time Assistant Professor of Italian PhD required. Demonstrated ability to teach upper level Language and Literature courses. Subject areas: Boccaccio and the Italian Novella, Contemporary Cinema. Ability to teach in Italian and English. Candidates are asked to submit a cover letter, CV, and three letters of reference to:

Prof. Maria Predelli, Chair
Dept. of Italian Studies
McGill
680 Sherbrooke St. W., Room 441
Montreal, Que. H3A 2M7

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents.

Box 4400, Fredericton, NB, E3B 5A3 or email: mcgillcareers@mcgill.ca or fax: 506-453-4514. Information about the department can be found at www.unb.ca/careers/. In accordance with Canadian Immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

EDUCATION

UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education at the University of Western Ontario invites applications for a full-time probationary (tenure-track) appointment at the rank of Assistant Professor. The appointment will have primary responsibility in the Faculty's undergraduate and graduate programs in Educational Policy Studies. The successful candidate will have a PhD or equivalent degree, a research/publication record and relevant teaching experience. The successful candidate will contribute to the programs in Educational Policy Studies through one or more of the core disciplines in the area: educational administration, history, philosophy or sociology. The successful candidate will also maintain an active research program and will contribute to the professional community. Teaching and administrative experience in schools would be an asset. The Faculty of Education at Western has about 650 students in B.Ed. programs and about 200 students in Masters' programs. It is anticipated that a PhD program in Education will begin in 1999. Salary will be commensurate with

qualifications and experience. The appointment is subject to budgetary approval and will commence July 1, 1999. Applications including a curriculum vitae and the names of three referees should be sent by May 31, 1999 to Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7 Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education at the University of Western Ontario invites applications for a full-time probationary (tenure-track) appointment at the rank of Assistant Professor. The appointment will have primary responsibility in the area of Social Studies at the elementary level, and to the graduate programs in Curriculum Studies. The successful candidate will have a PhD or equivalent degree, a research/publication record and relevant teaching experience. The successful candidate will contribute to the present teacher education program in the area of Social Studies at the elementary level, and to the graduate programs in Curriculum Studies. The successful candidate will also maintain an active research program and will contribute to the professional community. Teaching experience in schools would be an asset. The Faculty of Education at Western has about 650 students in its

B.Ed. programs and about 200 students in Masters' programs. It is anticipated that a PhD program in Education will begin in 1999. Salary will be commensurate with qualifications and experience. The appointment is subject to budgetary approval and will commence July 1, 1999. Applications including a curriculum vitae and the names of three referees should be sent by May 31, 1999 to Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7 Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SIMON FRASER UNIVERSITY — The Faculty of Education, Simon Fraser University, is seeking applications for a tenure track position in Science Education. The successful candidate will be responsible for teaching and supervising students in the B.Ed. and other Graduate Education Programs by teaching courses in Exceptional and related areas and the ability to teach in these areas will be an asset. Salary and benefits are in accordance with the Mount Saint Vincent University Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent to Dr. Mary L. Crowley, Chair, Department of Education, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are requested immediately but will be accepted until the position is filled.

MOUNT SAINT VINCENT UNIVERSITY — Department of Education. Applications are invited for a full-time, tenure-track appointment at the beginning Assistant Professor level commencing July 1, 1999. Applicants should possess a PhD in Education with a strong background in secondary education, and should have a minimum of 5 years' experience. Responsibilities will include: (i) teaching B.Ed. and graduate level courses in arts/science and education; (ii) supervising B.Ed. and graduate students during their practicum experience; and (iii) graduate thesis supervision. Experience in qualitative research and/or quantitative research, and a strong teaching experience in secondary schools. Candidates will be expected to develop a research program, to contribute to program development within the faculty, and to serve on Departmental committees. Salary and benefits are in accordance with the Mount Saint Vincent University Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent to Dr. Mary L. Crowley, Chair, Department of Education, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are requested immediately but will be accepted until the position is filled.

MOUNT SAINT VINCENT UNIVERSITY — Department of Education. Applications are invited for a full-time, tenure-track appointment at the beginning Assistant Professor level commencing July 1, 1999. Applicants should possess a PhD in Education with a strong background in secondary education, and should have a minimum of 5 years' experience. Responsibilities will include: (i) teaching B.Ed. and graduate level courses in arts/science and education; (ii) supervising B.Ed. and graduate students during their practicum experience; and (iii) graduate thesis supervision. Experience in qualitative research and/or quantitative research, and a strong teaching experience in secondary schools. Candidates will be expected to develop a research program, to contribute to program development within the faculty, and to serve on Departmental committees. Salary and benefits are in accordance with the Mount Saint Vincent University Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent to Dr. Mary L. Crowley, Chair, Department of Education, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are requested immediately but will be accepted until the position is filled.

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Carleton University

Ottawa, Canada

Carleton University has revitalized its commitment to excellence in its additional areas of strength - public affairs and management, journalism, aerospace, communications and computer systems engineering, and continues to offer strong undergraduate and graduate programs in social sciences, science, the humanities and arts. Carleton is a middle-sized, research-intensive institution which collaborates with many public and private organizations in the Ottawa-Carleton region and has close ties with the area's diplomatic, business, cultural, government, and high technology communities.

Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. These positions are subject to budgetary approval.

LAW

Carleton University, Department of Law, Faculty of Public Affairs and Management, invites applications for one sixteen-month term or visiting position at the rank of Assistant Professor, commencing January 1, 2000. Candidates should hold a postgraduate degree in law/legal studies or a related discipline, preferably at the doctoral level. The Department of Law invites applications from qualified persons with research and teaching interests in public international law and policy and one or more related areas such as international human rights law, the law and politics of international organizations, or humanitarian law. Carleton University's Department of Law offers a B.A. in Law, and an M.A. in Legal Studies. It is participating in new undergraduate programs in Public Affairs and Management, Human Rights, and Criminology and Criminal Justice. The unit is committed to the study of law in context, and a demonstrable scholarly interest in interdisciplinary research and policy issues is a distinct advantage. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applicants are requested to forward a letter of application including the names of three academic referees, a statement of research interests and teaching experience, a current curriculum vitae and a sample of published work by August 15, 1999 to: Professor Michael Mac Neil, Chair, Department of Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6.

Mechanical and Aerospace Engineering

Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 1999.

Preference will be given to Ph.D. graduates with a strong commitment to both teaching and research. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of Solid Mechanics, Dynamics, Aerospace Structures, Aerospace Systems, Space Technology. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Some industrial experience and a keen interest in Aerospace would be an asset. The Department offers degrees at the Bachelor's, Master's and Ph.D. levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from <http://www.mae.carleton.ca>.

Applications, with a curriculum vitae, and the names of three referees should be sent to:

Professor P.V. Straznicky, Chair
Department of Mechanical and Aerospace Engineering
Carleton University
1125 Colonel By Drive
Ottawa, Ontario K1S 5B6
Telephone: (613) 520-5694
Fax: (613) 520-5715

Salary will be commensurate with rank and experience. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Mechanical and Aerospace Engineering

Applications are invited for a tenure track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 1999.

Preference will be given to Ph.D. graduates with a strong commitment to both teaching and research. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of: Thermodynamics, Heat Transfer, Energy Conversion, and Gas Turbine Technology. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Some industrial experience and a keen interest in Aerospace would be an asset. The Department offers degrees at the Bachelor's, Master's, and Ph.D. levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the Department is available from <http://www.mae.carleton.ca>.

Applications, with a curriculum vitae, and the names of three referees should be sent to:

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Telephone: (613) 520-5694
Fax: (613) 520-5715

Salary will be commensurate with rank and experience. Applications will be accepted until the position is filled.

Sociology and Anthropology

The Department of Sociology and Anthropology, Carleton University, invites applications for a term appointment of up to 24 months at the rank of Assistant Professor of Sociology. Specialization in the field of criminology and criminal justice is sought. Candidates with Ph.D. and a record of research and/or teaching experience in this area preferred. Applications, including a curriculum vitae, letters from two referees, teaching evaluations, and copies of publications and/or reports of research in progress, should be submitted to:

The Chair
Department of Sociology and Anthropology
Carleton University
1125 Colonel By Drive
Ottawa, Ontario K1S 5B6

Salary will be commensurate with rank and experience. Effective date of employment: August 1, 1999. Application deadline: May 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Social Work

The School of Social Work, Carleton University, invites applications from qualified candidates for three term positions beginning July 1, 1999.

Two of the positions (at the Instructor level) are as Field Education Coordinators, one each for the B.S.W. and the M.S.W. programs. Each position is a 60 percent position for a period of one year with the likelihood that the positions will be extended for another year. For these positions an M.S.W. and extensive experience in social work practice is required.

The School also invites applications from candidates with expertise in the area of race equity issues for one 80 percent position (Assistant Professor) beginning July 1, 1999 for one year with the likelihood that it will be extended for another 10 months. The successful candidate will be expected to work on curriculum development, community outreach, chair the School's Race Equity Committee, and provide support and assistance to faculty and students. Some teaching in social work or in a related discipline is preferred. Applications are especially invited from candidates with knowledge, experience and commitment to working in this area in a university context.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications accompanied by a curriculum vitae and the names of three referees should be sent by May 31, 1999 to:

Allan Moscovitch, Director
School of Social Work
Carleton University
1125 Colonel By Drive
Ottawa, Ontario K1S 5B6

Systems and Computer Engineering

Applications are invited for tenure track positions at the Assistant or Associate Professor level in the Department of Systems and Computer Engineering to commence July 1, 1999.

The Department is launching a new Bachelor of Engineering degree program in Software Engineering in 1999 and has a strong graduate research program in the field. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Candidates should be ready to teach undergraduate and graduate courses, and have

demonstrated capability in research, in one or more of the following software engineering areas: software architecture, design and development methodologies; object-oriented techniques; software quality testing, maintenance, systems analysis, and software engineering for real-time systems. Membership or eligibility for membership in a Canadian professional engineering association is desirable but not essential. Although this advertisement is directed at people with expertise in software engineering, outstanding candidates with research strengths in other software related areas would also be considered. The Department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CITO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the Department is available from its web page at <http://www.sce.carleton.ca>, and on its research in software engineering at <http://www.sce.carleton.ca/research.html>.

Applications, with a curriculum vitae and the names of three referees, should be sent to Dr. R.A. Goubran, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742. Fax: (613) 520-5727.

Salary and rank will be commensurate with qualifications and experience. Applications will be accepted as long as the positions remain unfilled.

Geography and Environmental Studies

Carleton University invites applications for a nine-month contractually limited position at the Instructor level, commencing August 15, 1999. Candidates should have a graduate degree at the time of appointment and be effective teaching larger classes. The appointment will be made in Human Geography, giving preference to candidates offering some combination of social/cultural/political geography. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit a curriculum vitae and the names of three referees by May 31, 1999 to the attention of: Professor Mike Smith, Chair, Department of Geography and Environmental Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-2560. Email: chair_geography@carleton.ca

Carleton University logo and name.

CAREERS SECTION • SECTION DES CARRIÈRES

Applicants should include full curriculum vitae and the names and addresses of three or more references. Applications should be forwarded to the Dean of Education, Faculty of Education, University of New Brunswick, Box 5033, Fredericton, New Brunswick E3B 6E3. Closing date for applications is May 31, 1999. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. **UNIVERSITY OF MANITOBA — The Faculty of Human Ecology and the Faculty of Education** are seeking full-time faculty applications for a full-time joint tenure track position at the level of assistant professor. The appointment will begin on August 1, 1999, or as soon as possible thereafter. The salary range for this position is \$41,690 to \$54,371. The successful candidate must have a Ph.D. and a record of successful teaching at the public school level. Teaching experience at the post-secondary level would be an asset. Additionally, the successful candidate must provide evidence of an active research program or demonstrated research potential in Education, under Human Ecology. As leadership in the Integrated Bachelor of Human Ecology/Bachelor of Education program is a requirement at this position, the successful candidate should also have demonstrated teaching, committee facilitation and communication skills. Typical duties in Human Ecology will consist of teaching one of the core courses in the undergraduate program plus undergraduate and graduate courses in the successful candidate's area of expertise, e.g. Clothing and Textiles, Family Studies or Foods and Nutrition. In Education, teaching will include curriculum and instruction courses for prospective elementary and secondary teachers plus postgraduate supervision and graduate level courses. Additional duties include professional service to the university and to the Human Ecology and Education professional communities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed at Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be submitted by June 30, 1999. Please forward, in confidence, to Dr. Dave Jenkinson, Chair, Human Ecology/Education Search Committee, c/o Faculty of Education, University of Manitoba, Winnipeg, MB, R7S 2N2. Further information about the University of Manitoba may be obtained from: <http://www.umanitoba.ca>

ENGINEERING

UNIVERSITY OF SASKATCHEWAN — The Department of Electrical Engineering at the University of Saskatchewan invites applications for two tenure track faculty positions at the Assistant Professor level. Excellent facilities and programs exist for research in communication systems, electric power systems, materials, and integrated circuits and a decision has been made to expand its expertise in digital systems and software engineering. The Department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Sc. and Ph.D. degrees. An open and collegial environment exists amongst the students and faculty. The University is a member of TRIUM, an industry/university research consortium that provides local facilities and support for industrially oriented research. Information about the Department, the faculty position, and the University can be found at the web page <http://www.eng.usask.ca/epe>. Applicants should have a background in one or more of the following areas: real-time embedded system software, distributed concurrent processing and microcontroller systems, digital communication systems, digital signal processing, hardware description languages and computer aided design, and digital control systems. Preference will be given to candidates having specialization in the areas of embedded systems, design or communication networks. The successful candidate will be expected to take a strong leadership role in the development of an active research program and will be encouraged to develop relevant new courses in computer and digital systems engineering. Candidates should hold an earned Ph.D. degree preferably in Electrical or Computer Engineering and have demonstrated a potential for effective teaching at the undergraduate and graduate levels. Industrial experience and publications in the above areas will be considered a valued asset. Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. H.C. Wood (research@eng.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by May 31, 1999. The University of Saskatchewan is committed to employment equity. Members of Disadvantaged Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at

the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

UNIVERSITY OF SASKATCHEWAN — Department of Agricultural and Bioscience Engineering, College of Engineering, Three Positions Available: Full-time tenure track faculty positions. Applicants are expected to be at the Assistant or Associate Professor level. Position 1: Biophysical process engineering; research interest and experience in areas related to processing and modeling biological materials, for food or non-food uses, teaching in topics such as physical properties of biological materials, transport processes in bioreactors, mechanics of materials in bioreactors, and added-value processing of agricultural materials. Position 2: Agricultural machinery engineering; research interest and experience in areas such as machinery for crop production, machinery systems engineering, and instrumentation and control systems; teaching in topics such as design of agricultural machinery, mechanics of materials, instrumentation, and materials handling. Position 3: Building systems engineering; research interest and experience in structural design and/or environment control inside agricultural buildings; teaching in topics such as livestock facilities, design of enclosed environments, and building systems. Qualifications: An earned Ph.D. degree in bioreactors, biological, food, agricultural, or other closely related engineering discipline. The successful candidates for these positions are expected to develop strong and focused research programs, to supervise M.Sc. and Ph.D. students, to seek research funding from industry and government, and to interact with industrial partners through technology transfer and research activities. The University values interdisciplinary and



ASSISTANT PROFESSOR SING TAO SCHOOL OF JOURNALISM

The new Sing Tao School of Journalism at the University of British Columbia invites applications for a full-time, tenure-track academic appointment at the level of Assistant Professor. The appointment will become effective July 1, 1999, and will be subject to final budget approval. Salary will be commensurate with qualifications and experience.

The School offers a graduate programme combining journalistic and academic studies leading to a Master of Journalism. All applicants should have, as a minimum, a Master's degree and preferably, a Ph.D. in an appropriate area, teaching credentials or appropriate experience in a school setting, strong research capability, and considerable experience as a working journalist.

Duties will include teaching and supervising of graduate students in media theory and studies, as well as journalistic practices and standards. Letters of application, curriculum vitae, names, addresses and fax numbers of three references, together with a statement of research interests and copies of recently published articles should be sent to:

Donna Logan, Director
Sing Tao School of Journalism, The University of British Columbia
6388 Crescent Road, Vancouver, BC V6T 1Z2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. The closing date for application is May 12, 1999.

Provincial Program Leader – Cancer Pathology

BC Cancer Agency (BCCA)/University of British Columbia (UBC):
Faculty of Medicine, Department of Pathology & Laboratory Medicine
Vancouver, BC



The BCCA, a university-affiliated teaching organization with a provincial mandate for cancer control for the public of British Columbia, is seeking a Provincial Program Leader in Cancer Pathology. This will be a joint appointment between the BCCA and the Department of Pathology & Laboratory Medicine, UBC. Cancer pathology encompasses tertiary clinical service, and research and educational functions that are implemented at provincial (hereditary genetic screening, cervical screening cytology, tumour marker laboratory), regional (full spectrum of pathology and laboratory medicine functions provided through host hospital contracted services, affiliated consultant pathologists or through on-site professional and technical staff at the Vancouver Cancer Center), and national level (Western Division of the Canadian Cancer Reference Laboratory).



BC Cancer Agency

This is a full-time grant tenure track appointment, with an anticipated commencement date of January 1, 2000, in the Department of Pathology & Laboratory Medicine. Responsibilities will include undergraduate and graduate teaching in the UBC Department of Pathology & Laboratory Medicine. The successful candidate is expected to be eligible for rank at Associate or Full Professor level.

Key attributes of the successful applicant will include demonstrated leadership skills, vision and innovation in relation to developments in cellular and molecular pathology. A history of distinguished academic accomplishment in diagnostic pathology and career achievement in the area of translational research will be considered important attributes. Applications are invited from individuals with the above career interests and accomplishments who possess the FRPC or an equivalent qualification in one of the specialties of laboratory medicine.

Salary will be commensurate with qualifications and experience. In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates hire on the basis of merit and are committed to employment equity. All qualified persons are encouraged to apply.

Letters of application should be submitted with a current curriculum vitae by June 30, 1999 to:
Dr. Simon B. Sudcliffe
Vancouver Cancer Centre
600 West 10th Avenue
Vancouver, BC V5Z 4E6

M14526

POSTES

FRANÇAIS - LINGUISTIQUE ET LANGUE

Le Département de français de l'Université Laurentienne sollicite des candidatures pour combler un poste en linguistique et langue, pour un contrat à durée limitée d'une année, renouvelable jusqu'à un maximum de 3 ans, commençant le 1^{er} juillet 1999.

Ce poste exige un Ph.D. en linguistique, un solide dossier de recherche et de l'expérience dans l'enseignement de la linguistique. La personne désignée sera appelée à enseigner des cours de linguistique et de langue (grammaire, rédaction).

TRADUCTION

Le Département de français de l'Université Laurentienne sollicite des candidatures pour combler un poste en traduction. Il s'agit d'un poste à durée limitée d'une année en remplacement de congé sabbatique commençant le 1^{er} juillet 1999.

Ce poste exige un doctorat ou une maîtrise en traduction, de l'expérience professionnelle et de l'expérience en enseignement. La personne désignée sera appelée à enseigner la traduction de l'anglais vers le français, la stylistique comparée, la terminologie, la contraction de textes et les techniques de l'interprétation consecutive.

Prière de faire parvenir un curriculum vitae ainsi que trois lettres de recommandations avant le 1^{er} juin 1999 à :

Monsieur le directeur
Département de français
Université Laurentienne
Sudbury ON P3E 2G6

L'Université Laurentienne s'engage au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse en premier lieu aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents.

Les postes seront comblés sous réserve d'approbation budgétaire.

Laurentian University
Université Laurentienne
L'Université du Nord pour les Francophones
(200) 675-1001
www.laurier.ca

Don't close
the book on your
child's future.
Read together
tonight.

ABC CANADA

THE FOUNDATION TO PROMOTE LITERACY IN CANADA

Université d'Ottawa

L'ÉCOLE D'INGÉNIERIE ET DE TECHNOLOGIE DE L'INFORMATION

L'École d'ingénierie et de technologie de l'information (ETI) cherche à combler deux postes contractuels de professeur(e)s adjoint(e)s en sciences informatiques, et deux postes de chargé(e) de cours à court terme dans les domaines de science informatique ou de génie informatique. Pour les postes contractuels de professeur(e)s adjoint(e)s, la préférence sera accordée aux candidats détenteurs d'un doctorat en sciences informatiques ou dans toute autre discipline connexe. Pour les postes de chargé de cours à court terme, la préférence sera accordée aux détenteurs d'une M.A.Sc. ou d'un diplôme équivalent en science informatique, génie informatique, ou autre discipline connexe. La charge de travail pour ces postes sera supérieure à la norme et comprendra essentiellement l'enseignement de cours de 1^{er} cycle. Les candidat(e)s doivent avoir de bonnes références académiques ainsi que d'excellentes aptitudes en enseignement au niveau du 1^{er} cycle. Ceux-ci doivent aussi s'exprimer aisément dans les deux langues, l'anglais et le français. La rémunération sera établie en fonction des qualifications et de l'expérience du/de la candidat(e). L'École compte présentement 1500 étudiants au 1^{er} cycle, 260 étudiants diplômés, 41 professeurs et offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et science informatique. L'École se situe au cœur de la capitale canadienne, région métropolitaine d'un million d'habitants, reconnue pour la qualité de ses institutions culturelles et récréatives.

Examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés. Le date d'expiration d'entrée en fonctions sera le 1^{er} juillet 1999. Toute demande, accompagnée d'un curriculum vitae et des noms et adresses de trois références, doit être expédiée à l'adresse suivante : Directeur, École d'ingénierie et de technologie de l'information, Faculté de génie, 160, rue Louis Pasteur, Ottawa (Ontario) K1N 6N6. Ces postes sont assujettis aux approbations budgétaires. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les minorités visibles, les autochtones et les personnes handicapées, à postuler. Les femmes sont fortement encouragées à poser leur candidature. En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. S'il vous-plait cliquer le numéro de référence 98.03 dans toute correspondance.

University of Ottawa

THE SCHOOL OF INFORMATION TECHNOLOGY AND ENGINEERING

The School of Information Technology and Engineering (SITE) seeks applications for two-year contractual teaching positions at the Assistant Professor level in Computer Science, and two-year Lecturer positions in the general areas of Computer Science or Computer Engineering.

For the rank of Assistant Professor candidates are required to have a Ph.D. in Computer Science or a related discipline. For the rank of Lecturer, candidates must have a M.A.Sc. or equivalent degree in Computer Science, Computer Engineering, or related discipline.

Successful candidates will be expected to teach a heavier than normal course load consisting mainly of undergraduate courses. These same candidates must have excellent academic credentials and the ability to teach effectively at the undergraduate level, preferably in both English and French. Salary will be commensurate with qualifications and experience.

The School currently has over 1500 undergraduate students, over 260 graduate students and 41 faculty. It offers a full suite of degrees at the Bachelor's, Master's and Doctoral levels in Computer Engineering, Electrical Engineering, Software Engineering and Computer Science. The Ottawa-National Capital region offers a remarkable variety of cultural and recreational opportunities.

Processing of applications will continue until the positions are filled. The starting date is July 1, 1999. Applications including a curriculum vitae and the names and addresses of three referees should be sent to: The Director of the School of Information Technology and Engineering, Faculty of Engineering, 160 Louis Pasteur, Ottawa, ON, K1N 6N6. Positions are subject to budget approval.

The University of Ottawa is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including members of visible minorities, aboriginal persons and persons with disabilities. The University strongly encourages applications from women.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Please refer to file number 98.03 in all correspondence.



CAREERS SECTION - SECTION DES CARRIÈRES



McGill

Professor/Associate Professor of Pediatrics & Director of Pediatric Hematology-Oncology

The Department of Pediatrics at McGill University and The Montreal Children's Hospital of the McGill University Health Centre (MUHC) seek applicants for the position of Professor/Associate Professor of Pediatrics and Division Chief of Pediatric Hematology/Oncology. Candidates must have a Doctoral Degree (M.D.). This strong academic Division, which includes the Cole Chair of Pediatric Oncology/Hematology, has recently opened a new 20-bed inpatient ward and a new ambulatory care centre. Currently there are 5 full-time and 1 part-time faculty members whose research interests include leukemia, neuroblastoma, bone marrow transplantation and Pediatric Oncology Group (POG) clinical trials. Clinical activity includes 600 inpatient admissions and 7,500 ambulatory care patient visits per year. The successful candidate will be a physician scientist with an established record of accomplishment in basic or clinical research. Candidates must have demonstrated strong leadership skills in patient care, teaching and research, and in the management of Clinical Hematology laboratories and Blood Bank. Depending on the interests and expertise of the candidate, laboratory space, shared equipment and start-up funding would be available through the associated Montreal Children's Hospital Research Institute of the MUHC. Faculty rank and remuneration of the successful candidate will be based on individual qualifications. Applicants should send a statement of interest, C.V., names of three references, and an e-mail address prior to June 15, 1999 to:

Dr. Harvey Gaudy, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montreal, QC H3H 1P3

E-mail: hgaudy@mch.mcgill.ca
Telephone: 514-934-4467
Fax: 514-989-3751

Candidates would benefit from a working knowledge of both official languages. "Les candidats/bénéficiaires d'une connaissance des deux langues officielles." In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.



**University of Alberta
Edmonton**

Health Policy & Management

The Department of Public Health Sciences, Faculty of Medicine and Dentistry, University of Alberta, is offering a full-time academic, tenure-track position in Health Policy & Management. The position will be at the Associate or Full Professor level, salary to be commensurate with experience, plus a comprehensive benefits package. Candidates will be considered who have health policy, management, health economics, or related expertise and background, and a demonstrated record in health services research and graduate education. The Department of Public Health Sciences has restructured its graduate programs with its core degree being the Master of Public Health and has received ACEHSA accreditation. In addition to the Program in Health Policy & Management, the Department has graduate training programs in Epidemiology, Environmental Health Sciences, Occupational Health, Population Health, and is establishing a Program in Health Informatics.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Deadline for applications is June 30, 1999. Curriculum vitae, citing three references are to be sent to:

Dr. TW Noseworthy, Chair
Health Policy & Management Search Committee
Department of Public Health Sciences
13-103 CSB
Edmonton, Alberta T6G 2G3

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.



**Université d'Ottawa
University of Ottawa**

Il s'agit d'un poste conduisant à la permanence. Préférence sera donnée aux candidates et aux candidats admissibles au rang de professeur adjoint.

Qualifications :

1. Doctorat en éducation (Orientation scolaire et professionnelle) ou doctorat en psychologie (counseling)
2. Dossier actif de recherche dans le domaine spécifié
3. Être membre d'une corporation ou d'un Ordre professionnel
4. Expérience en orientation scolaire ou en counseling vocationnel et personnel
5. Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat.

Fonctions :

1. Enseignement en français au programme de M.Éd. (Counseling éducationnel) et possibilité d'enseignement dans les autres programmes facultaires (B.Éd., M.A., M.Éd., Ph.D.)
2. Recherche dans le domaine spécifié
3. Possibilité de supervision de stages en counseling éducationnel et au B.Éd.
4. Supervision de thèses
5. Participation aux activités universitaires.

Contexte de travail : La candidate ou le candidat choisi doit être disposé à oeuvrer dans le domaine de l'éducation en langue française en Ontario et à collaborer avec les partenaires du milieu scolaire.

La Faculté d'éducation de l'Université d'Ottawa requiert les services d'une professeure ou d'un professeur en Counseling Éducationnel.

Salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Entrée en fonction : le 1^{er} août 1999

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le poste sera comblé sous réserve des disponibilités budgétaires. Seul(e)s les candidate(s) invité(s) pour une entrevue recevront un accusé de réception.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois personnes à des fins de référence, avant le 2 juin 1999, à :

Cécile Champagne-Muzar, vice-doyenne (programmes),
Faculté d'éducation, Université d'Ottawa,
145, rue Jean-Jacques Lussier,
Ottawa (Ontario) K1N 6N5.

veuillez inscrire ce numéro de référence sur votre demande d'emploi : 0590F2



**OUC
Okanagan University College**

**COLLEGE
PROFESSOR
Sociology
Kelowna Centre**

The Department of Sociology in the Faculty of Arts and Education requires a College Professor to teach Sociology 302-6 - Ethnic and Racial Inequality; Sociology 212-3 - Ethnic Relations I; and Sociology 222-3 - Ethnic Relations II.

Required qualifications are a Ph.D. in Sociology and demonstrated strength in teaching and research.

This is a replacement appointment effective August 24, 1999 to April 28, 2000.

Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience.

Please submit a curriculum vitae, quoting Competition No. 25FAC99(CB), and three letters of reference by June 7, 1999 to the address below. Applications may also be faxed to (250) 862-5475.

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

(250) 862-5495
For more opportunities,
visit www.ouc.bc.ca

Employee Relations Division
1000 K.L.O. Road
Kelowna, BC V1Y 4X8



McGill

Faculty Lecturer Music

The Department of Theory is inviting applications for a one year, non-tenure-track appointment at the rank of Faculty Lecturer. The appointment will commence September 1, 1999, and will normally be renewable annually to a maximum of three years. Applicants should hold a Ph.D. but those close to completion are encouraged to apply. Preference will be given to applicants with a specialization in 20th century music who are able to teach a course on mathematical models for music analysis. Duties will entail the teaching of undergraduate theory courses at all levels, including the teaching of qualifying year theory courses for graduate students. Applicants should submit a curriculum vitae and statement of research interests, and arrange to have three letters of reference sent to:

Prof. Bruce Minogran, Chair
Department of Theory
Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, Québec, H3A 1E3

Deadline: July 31, 1999 or when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.



**QUEEN'S UNIVERSITY AT KINGSTON
General Surgeon -
Critical Care Specialist**

There currently is a vacancy at Queen's University at Kingston, Ontario, for a geographic full time general surgeon with full Royal College training in Critical Care. The successful applicant will be a participant in the Alternative Funding Plan at Queen's University. An academic commitment is essential and a Master's in Education would be preferred.

The closing date for applications is May 31, 1999, with an anticipated start of employment as soon as possible thereafter.

Applications for this position should be directed to Dr. Peter M. Brown, Head, Department of Surgery, Queen's University, Kingston, ON K7L 3N6.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with a disability, gay men and lesbians.



**Computer Science
University of Prince Edward Island**

The Department of Mathematics and Computer Science invites applications for a tenure-track position in Computer Science of the Assistant Professor or Associate Professor level effective July 1, 1999. Candidates should hold a Ph.D. in Computer Science and demonstrate a strong commitment to undergraduate teaching. Duties will include teaching three (3) undergraduate courses in Computer Science per semester and developing/maintaining an appropriate research program. Applicants must arrange for three (3) letters of reference to be sent directly from referees. Evaluation of applications will begin June 1, 1999 and continue until the position is filled.

Applications including curriculum vitae and evidence of teaching ability should be forwarded to:

Dr. Maxim R. Burke, Acting Chair
Department of Mathematics & Computer Science
University of Prince Edward Island
550 University Avenue
Charlottetown, Prince Edward Island
Canada C1A 4P3

Telephone: (902) 566-0508
E-mail: burke@upel.ca
Fax: (902) 566-0466
Homepage: <http://www.math.cs.upel.ca/>

This position is subject to final budgetary approval



The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

CAUT BULLETIN ACPPU 17 MAY 1999 MAI



QUEEN'S UNIVERSITY AT KINGSTON Faculty Positions in Biology

Assistant Professor in Plant Biology

We invite applications for a tenure-track position in Plant Biology at the Assistant Professor level. We are particularly interested in candidates in the area of plant metabolism, molecular physiology, or physiological ecology. We have a strong group in Plant Sciences located in the recently constructed Biosciences Complex, which is equipped with extensive greenhouse, growth chamber and tissue culture facilities. A 2200 hectare field station is within 1 hour of campus. Salary will be commensurate with experience. Expected date of appointment will be September 1, 1999 (or as negotiated). Application deadline is **June 30, 1999** or until position is filled.

Assistant Professor in Biology

We invite applications for up to two positions with preference for the areas of Ecology/Evolution, Cell/Molecular Biology or Animal Physiology. These positions will be bridged to tenure-track appointments but the candidates must be successful in gaining initial salary support through either the NSERC University Faculty Awards Program (open only to women) or the Queen's National Scholar Program. Salary will be commensurate with experience. Expected date of appointment will be July 1, 2000 (or as negotiated). Application deadline is **September 1, 1999** for UFA; anytime for QNS.

Qualifications include a Ph.D. and published evidence of excellent research ability. The successful candidates will be expected to develop vigorous research programs and should be enthusiastic and competent teachers. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities and persons of diverse sexual orientations.

Applications (which should include a curriculum vitae and statement of current and prospective research interests) plus three letters of reference should be sent directly to the **Head, Department of Biology, Queen's University, Kingston, Ontario, K7L 3N6, Canada**. [Visit our website at <http://biology.queensu.ca>]



ASSOCIATE UNIVERSITY LIBRARIAN UBC LIBRARY

The University of British Columbia Library is seeking applications for the position of Associate University Librarian. The incumbent will assist the University Librarian in:

- (a) defining and developing strategic directions and long range plans for the University Library, and reviewing and assessing the effectiveness of these;
- (b) research and planning related to the operation and development of the Library and its services, including the collection and analysis of management information and statistics, the completion of studies and reports, and the development and implementation of recommendations and policies;
- (c) performance measurement and improvement, including the development and assessment of library performance and productivity measures and other relevant statistics;
- (d) management of specific major projects or supervision of special task groups;
- (e) human resources management, including staff development and training and labour relations administration.

The Associate University Librarian will participate in the development and monitoring of budgets, assist in the securing of grants, foundation support and industry partnerships, and deputize for or represent the University Librarian on committees, task groups, and in meetings. The incumbent reports to and works closely with the University Librarian.

The UBC Library, located in Vancouver, British Columbia, is composed of ten specialized libraries on campus and three branches off campus serving teaching and research hospitals, has a collection of nine million items, and employs 360 FTE staff.

Qualifications and Requirements: A graduate degree in Library and Information Science from an accredited program is required. An additional graduate degree with an emphasis on management is preferred. Proven administrative, public relations, supervisory, and managerial skills, gained through at least eight years experience in senior academic library management positions within both public and technical services are required; acquiring this experience in a variety of work environments is preferred. Demonstrated familiarity with developments in higher education and the issues facing academic research libraries, especially in North America, and an understanding of academic and scholarly processes are also required as is demonstrated familiarity with automated library and electronic information delivery systems.

Other requirements include: proven planning, budgeting, and project management skills; an extensive knowledge of human resources management, labour relations, collective bargaining, and staff development and training activities, especially in an academic library environment; demonstrated leadership skills and a creative and innovative approach to problem solving. Proven strong interpersonal skills and the ability to function effectively as a member of a senior management team working within a collegial environment. Excellent oral and written communication and presentation skills. A proven and sincere commitment to service excellence.

Terms of Appointment: This is a continuing position. If eligible and qualified, the successful applicant may be appointed with a confirmed appointment. Otherwise, there will be an initial three-year probationary appointment. Normally, such an appointment is reviewed by the end of the second year of appointment, and a recommendation is made at that time to grant or not to grant a confirmed appointment.

Salary: Commensurate with experience and academic/professional qualifications.

Applications, including a current resume and the names, telephone numbers and e-mail addresses of three referees, should be sent to:

Erik de Bruijn
Asst. Univ. Librarian, Human Resources & Planning Support
Walter C. Koerner Library
The University of British Columbia
1958 Main Mall
Vancouver BC V6T 1Z2
Fax: (604)822-3893
E-mail: erikde@interchange.ubc.ca

Closing date for this competition: **June 18, 1999.**

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply. In accordance with Canadian law, this advertisement is directed to applicants who are Canadian citizens or permanent residents of Canada.



PRESIDENT BRANDON UNIVERSITY

Brandon University, now celebrating its 100th anniversary, is seeking a new President to take office on the retirement of the current President effective August 1, 2000.

Based on its long-term commitment to teaching, research and community service, Brandon University currently serves some 1000 full and part-time students on and off campus. As a nationally recognized post-secondary institution, Brandon University is a leader in providing high quality liberal education to undergraduate students in arts, sciences, music, health sciences, administration and fine arts, in addition to providing innovative and award-winning outreach programs. Faculty research and scholarship support Brandon University's reputation for excellence in undergraduate teaching. In addition to a personalized learning environment for undergraduate students, Brandon University also provides students with a number of opportunities to pursue selected professional and Master programs.

With an operating budget in excess of \$22 million, the University has a complement of 400 faculty and staff members working in a pleasant, physical environment including modern buildings and a recently renovated heritage building.

Within easy driving of Riding Mountain National Park, Winnipeg and the United States border, Brandon is one of the fastest growing cities in Western Canada. The city lies on the banks of the Assiniboine River and is in close proximity to beautiful Spruce Woods Provincial Park and Recreational Area. Traditional prairie roots combined with forward thinking and progressive economic development are hallmarks of Brandon and the surrounding region.

The President and Vice-Chancellor, as the Chief Executive Officer of the University, is a member of the Board of Governors and Chair of Senate. The President is the key academic and administrative leader of the University with general responsibility for the operations of the University including its academic and financial affairs supported by Vice-Presidents of Academic and Research and Administration and Finance. The President has such other powers and duties as are assigned by the Board of Governors under the Brandon University Act.

Candidates must possess a respected record of academic and administrative credentials, and extensive experience in leadership roles within an organization of comparable orientation, size, and complexity. The successful candidate for this position will be an ambassador for Brandon University performing key leadership, managerial, and ceremonial functions associated with a post-secondary institution. He/she will have the enthusiasm and ability to interact effectively with, and understand the needs of faculty, staff and students.

Candidates must possess the ability to position Brandon University in a competitive market place for funding, research opportunities, and student recruitment. He/she will foster and build relationships with the community as well as with all levels of government.

The initial term of appointment is for five years and may be renewed by mutual agreement. Applications should include full curriculum vitae and the names of three referees. Nominations should include a brief outline of the qualifications and accomplishments of the individual. Documentation should be submitted to the address below. The Presidential Search Committee will begin its review of candidates in July 1999.

Chair
Presidential Search Committee
c/o Human Resources
Brandon University
Brandon, MB R7A 6A9

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer.

For more information visit Brandon University's website: www.brandon.ca.



PROFESSEURS/PROFESSEURES – FORMATION À L'ENSEIGNEMENT École des sciences de l'éducation

Un poste

Enseignement des sciences générales et de la technologie, aux cycles primaire, moyen et intermédiaire; didactique des sciences générales à l'intermédiaire et au supérieur de la biologie, de la chimie ou de la physique. Poste menant à la permanence, selon les disponibilités budgétaires.

Un poste

Enseignement des nouvelles technologies de l'informatique et de la communication; comprend l'encadrement des étudiants et des étudiants et l'administration du laboratoire; didactique de l'informatique, des mathématiques ou d'une science (biologie, chimie ou physique) à l'intermédiaire et au supérieur. Poste menant à la permanence, selon les disponibilités budgétaires.

Un poste

Enseignement des arts aux cycles primaire, moyen et intermédiaire; didactique de la musique, des arts visuels ou de l'art dramatique aux cycles intermédiaire et supérieur. Poste de 1 à 3 ans, selon les disponibilités budgétaires.

Le comité accordera la préférence aux candidats ou candidates détenant un doctorat en éducation ou dans un domaine connexe au domaine d'enseignement. Il considérera la candidature des personnes en voie de compléter le doctorat et une expérience pertinente satisfaisante. Une expérience pratique du milieu scolaire et la connaissance du système d'éducation et des programmes scolaires de l'Ontario seront de précieux atouts.

Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyens et citoyennes canadiens et aux résidentes et résidents permanents.

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Prière d'envoyer un curriculum vitae et 3 lettres de recommandations avant le 17 mai 1999.

Comité de sélection
École des sciences de l'éducation, Université Laurentienne
Chemin du lac Ramsey, Sudbury (Ontario) P3E 2C6

La date d'entrée en fonction: le 1er juillet 1999.

Nous remercions tous les candidats et les candidates de leur intérêt. Cependant, nous ne communiquerons qu'avec les personnes retenues pour une entrevue.

CAREERS SECTION • SECTION DES CARRIÈRES

ENVIRONMENT & RESOURCE STUDIES

UNIVERSITY OF WATERLOO — Department of Environment and Resource Studies. Applications are being invited for a tenure-track faculty position at the Assistant or Associate Professor rank. Applicants must be able to teach a range of undergraduate courses, as well as participate in teaching in the master's program. Applicants should have a PhD or equivalent, an active research program relevant to a transdisciplinary approach to environmental studies, and demonstrated teaching ability. Experience outside an academic setting is also desirable, whether in government service, non-governmental organizations, voluntary and activist organizations, community development, or the private sector. Further information about the program may be found at: <http://www.ewrs.uwaterloo.ca/Departments/ERST/>. Applications are invited from suitably qualified individuals. We are especially interested in applicants with strengths in either or both of the following areas: Environmental and health/ecosystem approaches to human health and ecological integrity, links between ecological well-being and human health, assessment of human and ecological health challenges and responses; options; alternative local, national and global strategies; social and cultural determinants of community health/ecosystem integrity; development of healthy communities; implications for assessment of new products, projects, technologies and policies; Canadian and international experience. Conservation science and policy; new developments in conservation ecology; new tools for habitat protection; private and public land management options (land trusts, easements as well as more conventional parks and other public protected areas); collaborative strategies; impacts of existing and rehabilitated ecosystems with human activities; biodiversity and species preservation/rehabilitation options; implications for design and assessment of development proposals, plans and policies; local, national and international applications; social and cultural determinants of ecosystem integrity; Canadian and international experience. Salary range commensurate with qualifications and experience. The appointment will be effective September 1, 1999, or as soon as possible thereafter. Applicants must include a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae. Candidates should arrange to have their application and three letters of reference sent by June 7, 1999. The application and the letters of reference should be sent to: Chair, Department of Environment and Resource Studies, University of Waterloo, Waterloo, ON N2L 3G1, Canada. The Department of Environment and Resource Studies is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Geography, and a School of Planning. For the past twenty-five years, Environment and Resource Studies has promoted and advanced the wise and sustainable use of our natural resources, and the preservation of the well-being of our environment. ERST strives to understand the relationship between people and their environment and through this discover pragmatic solutions to environmental problems which are socially, environmentally and economically feasible. This is accomplished through academic activities that involve faculty, students and staff directly with actual community issues. This allows our students to gain genuine real world experience, which contributes to their success in the competitive job market. Learning through direct involvement in solving real world environmental problems is the hallmark of ERST. The successful candidates will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EPIDEMIOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine, Department of Health Care and Epidemiology. The British Columbia Centre for Disease Control (BCCDC) together with the University of British Columbia (UBC) are seeking a Director Epidemiology Services. The BCCDC is housed in one of the best public health facilities in North America, and has four major units: Epidemiology Services, the Provincial Laboratory, Sexually Transmitted Diseases, and Tuberculosis Control. In close conjunction with the UBC Centre for Disease Control (UBCCDC), BCCDC is the provincial centre of excellence in the surveillance, control and prevention of communicable diseases. In concert with the Provincial Health Officer, Epidemiology Services attends to the needs of the Regional Health Authorities, Ministry of Health and Federal/Provincial initiatives. The position involves leadership in communicable disease policy development, intervention planning and evaluation of program/service delivery. The Director co-ordinates and facilitates the technical, clinical and scientific activities within Epidemiology Services. Key attributes required for this position include vision, team-building skills and administrative skills, particularly as related to public health and communicable diseases, and excellent communication skills. In addition, along with other directors at BCCDC, the Director of the UBCCDC, and the Chief Operating Officer of BCCDC, this individual will aid in the overall direction of service and academic roles of BCCDC and UBCCDC. As a full time faculty member in the Department of Health Care and Epidemiology, the successful candidate is expected to participate in the teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research. Specific teaching activities will be mutually agreed upon by the Department. The successful candidate and BCCDC. Candidates must have demonstrated success in a senior public health position at a regional, provincial or federal level. It is essential that the person have considerable past experience in communicable disease control and that they have a strong track record of leading the planning and implementation of major public health interventions, responding to communicable disease issues such as large outbreaks, and consistently providing sound advice on communicable disease control at all levels. The academic profile should demonstrate a track record of success in public health related research and educational endeavours. Although candidates ideally should have a FRCP in Community Medicine, consideration may be given to individuals with a FRCP in a relevant discipline and/or a post graduate degree in Epidemiology and Public Health with sufficient accompanying experience. The successful applicant would be eligible for a full-time grant tenure track appointment at the rank of Associate Professor or Professor at UBC in the Department of Health Care and Epidemiology and would be a member of UBCCDC. Salary will be commensurate with qualifications and experience. The position is currently vacant and therefore the anticipated start date is July 1, 1999. In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates have on the basis of merit and are committed to employment equity. All qualified applicants are encouraged to apply. Letters of application and the names of three referees should be submitted with a current curriculum vitae by May 31, 1999 to: Dr. Sam Sheph, Chair, Search Committee, Professor and Head, UBC Department of Health Care and Epidemiology, Walter Building, 5804 Fairview Avenue, Vancouver, BC V6T 1Z3.

ERGONOMICS/HUMAN FACTORS

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position at the rank of Assistant Professor or Associate Professor in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. Candidates should have demonstrated research and teaching ability. The candidate must have a

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CAUT BULLETIN



Accounting Assistant Professor Faculty of Business Administration

The Faculty of Business Administration of the University of Windsor invites applications for a full-time tenure-track position in accounting commencing January 1, 2000.

The Faculty of Business Administration offers Bachelor degrees in commerce and business and a Master of Business Administration degree, with cooperative education options. There is also an extensive distance education program. The Faculty consists of 1,317 full-time and 450 part-time undergraduate students, 75 full-time and 71 part-time graduate students, 42 full-time faculty, and 22 sessional instructors.

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

Candidates must have a completed doctorate in Business Administration with an accounting concentration by January 1, 2000. It is desirable that candidates also hold a professional accounting designation. The successful candidate must demonstrate a record of, or show potential for, excellence in teaching or research

in one or more of the following areas: financial accounting, accounting information systems, management accounting, auditing, or taxation. S/he will be expected to teach in both our Bachelor of Commerce and MBA programs.

Applicants must submit a letter of application, including a curriculum vitae, transcripts of graduate academic record(s), dissertation abstract, a statement of research and teaching interests, sample of scholarly writing, teaching evaluations, and sample of course outlines, and arrange to have three letters of reference forwarded by October 15, 1999 to:

The Office of the Dean
Faculty of Business Administration
University of Windsor
401 Sunset Avenue
Windsor, Ontario
Canada N9B 3P4
Tel: 519/253-3000 Ext. 3091
Fax: 519/973-7073
Email: ngold@uwindsor.ca

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

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Lakehead UNIVERSITY

ASSISTANT PROFESSOR CHEMICAL ENGINEERING

The Department of Chemical Engineering at Lakehead University invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, from chemical engineers with an earned PhD. Applicants with experience and a proven record of scholarly contributions may be considered for the rank of Associate Professor. All applications are welcome, but preference will be given to those with teaching and/or research interests in one or more of the following areas: plant design, material science, pulp and paper, and environmental engineering. A demonstrated potential for high quality research and teaching is required. The successful candidate is expected to carry out externally funded research, be dedicated to engineering education and must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names, addresses, phone numbers, and e-mail addresses of three referees to:

Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

Lakehead UNIVERSITY

FACULTY OF FORESTRY AND THE FORESTRY ENVIRONMENT

The Faculty of Forestry and the Forest Environment at Lakehead University invites applications for one probationary (tenure-track) appointment effective August 1, 1999. The Faculty is seeking a candidate with historical and contemporary understanding of Aboriginal and Metis forestry related issues and expertise in one or more of the following areas: Integrated Forest Resources Management, Forest Access by Multiple User Groups, Forest Fire Management and Disturbance Ecology. Applicants should hold or be very close to completion of a PhD and have demonstrated abilities to initiate and complete research. Applicants must have the ability to interact with members of the forest industry, government, private interest groups and the general public. Field experience is a definite asset.

Forestry instruction at Lakehead University centres on the Boreal, Great Lakes-St. Lawrence and Deciduous Forest Regions and integrates field instruction with regular classes. Programs delivered by the Faculty include: Honours Bachelor of Science in Forestry (regular and Co-op options), Bachelor and Honours Bachelor of Environmental Studies, Master of Science in Forestry and Master of Forestry. Further information is available on the Faculty's website: <http://www.lakeheadu.ca/~forw/forestry.html>. The successful candidate will teach undergraduate and graduate courses in her/his area(s) of expertise and provide their supervision at both the undergraduate and graduate levels. The successful candidate will be expected to develop a strong research program in her/his area of interest and participate at some level in the administration of the Faculty and the University. This position is subject to budgetary approval.

Interested applicants are invited to submit a curriculum vitae, a statement of teaching philosophy, a statement of specific research interests and objectives, and names and addresses of three referees to:

Dr. D. Euler, Dean, Faculty of Forestry and the Forest Environment
Lakehead University, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.

Lakehead UNIVERSITY

ASSISTANT PROFESSOR MECHANICAL ENGINEERING

The Department of Mechanical Engineering at Lakehead University invites applications for probationary (tenure-track) positions at the rank of Assistant Professor, from mechanical engineers with an earned PhD specializing in one or more of the following areas: Thermo-fluids, solid mechanics, dynamics and vibrations, and control. A background in design or mechatronics is a definite asset. Applicants with a proven record of scholarly contributions may also be considered for the rank of Associate Professor. For junior positions, a demonstrated potential for high quality research and teaching is required. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, assist in the development of laboratories and graduate studies, work effectively with colleagues in the department and must be, or be qualified and prepared to become, licensed Professional Engineers. These positions are subject to final budgetary approval. Interested applicants should submit a curriculum vitae, a statement of their teaching and research interests, and the names, addresses, phone numbers and e-mail addresses of three referees to:

Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

CAREERS SECTION • SECTION DES CARRIÈRES

PhD with research training in ergonomics/human factors or a cognate discipline. Consulting experience and eligibility for full member classification in the Human Factors Association of Canada/Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics is desirable. Duties will include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada in conjunction with the Department of System Design Engineering and other Departments on campus. The Department of Kinesiology is an inter-disciplinary department with

expertise spanning the social to biological study of human movement. The Department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.uwaterloo.ca/kinesiology.html>. Applicants should send a covering letter, three names of references, and a curriculum vitae to: Dr. Arend Bollen, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or Email: abollen@uwaterloo.ca. Applications will be accepted until the position is filled. The preferred start date for the appointment is September 1, 1999 or earlier, in accordance with Canadian Immigration requirements prior to being hired by Canadian Citizens and Permanent Residents of

Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. The appointment is subject to the availability of funds.

FILM & VIDEO

YORK UNIVERSITY — The Department of Film & Video, York University, invites applications for one full-time tenure-track position at the level of assistant professor in Historical, Critical and Theoretical Studies, effective August 1, 1999. Subject to budgetary approval, the University, consideration may be given to candidates appointable as associate professor. For thirty years, we have

offered an undergraduate concentration in historical, critical and theoretical studies; with the advent of the Graduate Program twenty years ago, we opened a Masters level concentration as well. We now offer within the Department both B.A. and M.A. degrees in film studies, and members of our faculty are cross-appointed to other graduate programs within the university offering cross-disciplinary doctoral work in film (Philosophy/Political Science, Social and Political Thought), and a proposed programme in Communications and Culture. Responsibilities of the position will include the teaching of a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on department, faculty and university committees, student advising and curriculum assessment. Specialization in one or more of the following is preferred: film and video history (especially with Quebec and Canada or outside North America and Europe), gender and film, television and popular culture, experimental film and video theory. An applicant for the position must have a doctorate in film studies or a related discipline, demonstrable achievement as a scholar and a distinguished record of teaching and supervision on both the undergraduate and graduate level. We would welcome as well a working knowledge of both of Canada's official languages, the ability to contribute to the teaching of courses in screenwriting/audio production, professional experience in film and video production and the ability to support through cross appointment one or another of the extra-departmental programs noted above. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is June 4, 1999. A letter of application, a curriculum vitae and three letters of reference must be sent to: Scott Forsyth, Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE

UNIVERSITY OF MANITOBA — Faculty of Management. Applicants are invited for a tenure-track position in the area of Management Information Systems. An applied orientation and/or industry experience is desirable. Rank is at the Assistant Professor level and depends on qualifications and experience. PhD completed or very near completion required. Duties include teaching at the undergraduate and graduate levels, research and service. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open for as early as July 1, 1999. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to Department Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V6. The closing date for initial consideration of applications is May 15, 1999, but further applications will be considered until the position is filled.

GEOGRAPHY

QUEEN'S UNIVERSITY — Department of Geography. Available from July 1, 1999. A 3-year non-renewable position at the Assistant Professor level in Geographic Information Systems and Spatial Statistics. PhD required. Salary will be commensurate with qualifications and experience. The Department of Geography seeks an outstanding individual with research interests primarily in Geographic Information Systems and Spatial Statistics connected to ongoing departmental research interests. The appointee will be expected to contribute to teaching in both the undergraduate and graduate programmes, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applicants should send a curriculum vitae, transcripts, samples of relevant reports or writings and arrange for three referees to send confidential letters of recommendation by 25 June. Full address and e-mail information should be provided for the applicant as well as all referees. Please send to: Anne Godolova, Acting Head, Geography Department, Queen's University, Kingston, Ontario K7L 3N6 Canada; kogodolova@queensu.ca (Joan Koen, Admin. Assistant to the Head, ph: 613-533-2903, fax: 613-533-6172).

SAINT MARY'S UNIVERSITY — The Department of Geography is seeking applications to fill one (possibly two) tenure track positions at the Assistant Professor level to begin September 1, 1999. Subject to budgetary approval, a PhD in Geography is required. Applicants must have expertise and willingness to teach courses in GIS/Computer Cartography, and in at least one of the following fields: Geography of the Ocean, Environmental Management, Physical Geography. It is expected that the successful candidate(s) will pursue an active research program in one of the areas named. Saint Mary's University is primarily an undergraduate university located near the downtown core of Halifax, Nova Scotia. The Department of Geography is the largest geography department in the Maritime Provinces, and the only one in Nova Scotia. Within the Faculty of Arts, we offer a comprehensive program of geography courses for majors, honours and elective students. We also contribute to the Geography/Geography combined program and the Environmental Studies program in the Faculty of Science. As well, we offer graduate level courses for students registered at other universities. Along with a letter of application, candidates should send a curriculum vitae, transcripts, samples of relevant reports, course outlines and evaluations, and immediately request three referees to send confidential letters of recommendation directly to: Dr. R. J. McCalla, Chair, Department of Geography, Saint Mary's University, Halifax, Nova Scotia B3H 3C9; email: robert.mccalla@smu.ns.ca, fax: (902) 420-5112; tel: (902) 420-5736. Applications will be accepted until the position is filled. The advertisement is

Physiatrists

The Division of Physical Medicine and Rehabilitation at McMaster University, in collaboration with the teaching hospitals (Hamilton Health Sciences Corporation, St. Joseph's Hospital) is seeking two academic physiatrists, commencing July 1, 1999. McMaster University and the affiliated teaching hospitals provide both local and regional rehabilitation programs and a residency program in PM&R accredited by the Royal College of Physicians and Surgeons.

Candidates should have expertise and demonstrated interest in in-patient rehabilitation in the areas of musculoskeletal rehabilitation, neurological rehabilitation, and some experience in dealing with amputee, spinal cord injury, and acquired brain injury. The successful candidate would be working with a group of 10 energetic physiatrists in an academic center, with opportunities in research, education of undergraduate and post-graduate students, and linkages to other university faculties. An FRCP in PM&R, demonstrated excellence in research and teaching, and eligibility for licensure in Ontario are essential. The ability to work with and facilitate team function is mandatory.

Please send letters expressing interest, accompanied by a curriculum vitae and a list of three references, to:

David Hervay, MD, FRCP, Haad, Division of PM&R
McMaster University
c/o HHSC, Handerson Campus
711 Concession Street, Hamilton Ontario L8V 1C3
Fax: (905) 575-2598

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University



HAMILTON HEALTH SCIENCES CORPORATION

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Lakehead University ASSISTANT PROFESSOR DEPARTMENT OF SOCIOLOGY

The Department of Sociology at Lakehead University invites applications for a tenure stream appointment at the rank of Assistant Professor effective August 1, 1999. Preferred candidates will have a PhD (or be near completion) with a strong record of research and teaching. Sociology of Law, Sociology of Culture and other specializations will be considered. The ability to teach classical sociological theory would be an asset. This position is subject to final budgetary approval.

Applicants are asked to submit by May 31, 1999 a letter of application, curriculum vitae and any other supporting materials, and arrange for three letters of reference to be sent to:

Dr. David Kemp, Acting Dean of Arts & Science
Lakehead University, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal people, and persons with disabilities.

Laurentian University **Université Laurentienne**

LIMITED TERM APPOINTMENT IN ORGANIZATIONAL BEHAVIOUR/MARKETING School of Commerce & Administration

Preferred candidates will have a PhD and broad practical experience in the management of organizations, including human resources management, marketing and small business management/entrepreneurship.

Candidates must be versatile and dedicated educators, able to bring their practical experience to the learning environment. The successful applicant will teach a variety of courses, at the MBA and undergraduate levels. Although teaching is in English, bilingualism is an asset. This appointment is for a three-year term, starting on July 1, 1999.

The University serves approximately 4 000 full-time and 2 000 part-time students. The School of Commerce has a total of 26 faculty members and 500 students, and is bilingual; we offer or contribute to the following programmes: Honours Bachelor of Commerce (H.B.COMM), in English and in French; Baccalauréat en Administration des Affaires, M.B.A. and H.B. COMM in Sports Administration.

Sudbury is an attractive modern city in North Eastern Ontario, the ideal location for outdoor enthusiasts.

Applications will be accepted until the position is filled. Please send your application and C.V., as soon as possible, to

Dr. Hugette Blanco, Director
School of Commerce and Administration, Laurentian University
Sudbury, Ontario P3E 2C6

Email: hblanco@nickel.laurentian.ca

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents.

Université d'Ottawa

L'ÉCOLE D'INGÉNÉRIE ET DE TECHNOLOGIE DE L'INFORMATION

L'École d'Ingénierie et de technologie de l'information (ÉITI) cherche à combler des postes de professeur(e) à temps plein, agrégé(e) ou adjoint(e), postes menant à la permanence. L'École comprend les domaines de génie informatique, de science informatique, de génie du logiciel, et de génie électrique. D'intérêt particulier seront les candidats avec expertise en architecture des ordinateurs, systèmes d'exploitation, bases de données, architecture de logiciel, élaboration de logiciel, méthodologies de développement de logiciel, systèmes répartis, technologie de l'internet, communications optiques et sans fils, électroniques, systèmes de contrôle, et informatique biomédicale. Préférence est accordée aux détenteurs d'un doctorat en science informatique, en génie informatique, en génie électrique ou dans toute discipline connexe, ainsi qu'aux candidats(e) pouvant démontrer un fort potentiel en recherche et d'excellentes aptitudes pédagogiques. Le statut et la rémunération seront établis en fonction des qualifications et de l'expérience du/de la candidat(e). Le bilinguisme (français et anglais) serait un atout. L'admission à l'ordre des ingénieurs professionnels de l'Ontario serait considérée aussi comme un atout pour ces postes.

L'École compte présentement 1507 étudiants au 1er cycle, 267 étudiants diplômés, 41 professeurs et offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et science informatique. L'Université offre d'excellentes occasions de collaboration avec l'industrie des technologies de pointe. Elle se situe au cœur de la capitale canadienne, région métropolitaine d'un million d'habitants reconnue pour la qualité de ses institutions culturelles et récréatives.

L'examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés. Le date (négociable) d'entrée en fonctions sera le 1er janvier 1999 ou le 1er juillet 1999. Toute demande, accompagnée d'un curriculum vitae et des notes et essais de trois références, doit être expédiée à l'adresse suivante: Directeur, École d'Ingénierie et de technologie de l'information, Faculté de génie, 150, rue Louis Pasteur, Ottawa (Ontario) K1N 6N5. Ces postes sont assujettis aux approbations budgétaires. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toutes personnes qualifiées, y compris les minorités visibles, les autochtones et les personnes handicapées, à postuler. Les femmes sont fortement encouragées à poser leur candidature. En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

University of Ottawa

THE SCHOOL OF INFORMATION TECHNOLOGY AND ENGINEERING

The School of Information Technology and Engineering (SITE) seeks applications for tenure-track faculty appointments at the Assistant/Associate Professor level in the general areas of computer engineering, computer science, software engineering, and electrical engineering. The School is particularly interested in candidates with expertise in computer architecture, operating systems, databases, software architecture, software development process, software methodologies, distributed systems, internet technologies, optical and wireless communications, electronics, system engineering, and biomedical informatics.

Candidates must have a Ph.D. in computer engineering, computer science, electrical engineering or related discipline. The successful candidates must have excellent academic credentials and an ability to develop a strong independent research program, as well as teach effectively at the undergraduate and graduate levels. Rank and salary are commensurate with qualifications and experience.

Bilingualism (English and French) would be an asset. For some positions eligibility for registration as a Professional Engineer in Ontario would also be an asset.

The School currently has 1507 undergraduate students, 267 graduate students and 41 faculty. It offers a full slate of degrees at the Bachelor's, Master's and Doctoral levels in Computer Engineering, Electrical Engineering, Software Engineering and Computer Science. Opportunities for collaboration with information-technology industries in Ottawa, the Silicon Valley North, are and will be great. The Ottawa-National Capital region offers a remarkable variety of cultural and recreational opportunities.

Processing of applications will continue until the positions are filled. The starting date is January 1, 1999 or July 1, 1999. Applications including a curriculum vitae and the names and addresses of three referees should be sent to: The Director of the School of Information Technology and Engineering, Faculty of Engineering, 150 Louis Pasteur, Ottawa, ON K1N 6N5. Positions are subject to budget approval.

The University of Ottawa is committed to employment equity. It welcomes diversity to the workplace and encourages applications from all qualified individuals including members of visible minorities, aboriginal peoples and persons with disabilities. The University strongly encourages applications from women.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



CAREERS SECTION • SECTION DES CARRIÈRES

directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website <http://www.smu.ns.ca>

GEOLOGY

QUEEN'S UNIVERSITY — The Department of Geological Sciences & Geological Engineering at Queen's University, Kingston, Ontario, is seeking applications for a tenure-track full-time appointment in mineral economics at the rank of assistant professor to commence in September 1999. To be considered, applicants must have a PhD in Mineral Economics or Geology with a strong background in mineral exploration and deposit evaluation. The successful candidate should have teaching experience at both the undergraduate and graduate level and will be required to teach courses and supervise thesis research in our Mineral Exploration and Geological Engineering programs. It is anticipated that the successful candidate has detailed knowledge of established links with the mineral exploration and mining industry, which can be used to facilitate the development of a research program. Membership or eligibility for membership in a Canadian Professional Engineering Association would be an asset. Salary will be commensurate with rank and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The university is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. A curriculum vitae, statement of research interests, and a list of references should be sent to: Dr. H. Helmreich, Department of Geological Sciences, Queen's University, Kingston, Ontario K7L 3N6 by May 30, 1999. Home web page: <http://www.queensu.ca>

HEALTH PROFESSIONS

DALHOUSIE UNIVERSITY — Faculty of Health Professions. Further Assistant Professor and Academic Coordinator Position. Diploma in Disability Management Program. The Faculty of Health Professions, Dalhousie University, is seeking applications for the position of Assistant Professor and Academic Co-ordinator for the Diploma in Disability Management Program (DDMP). This is a 50% three year term faculty appointment with the opportunity for renewal as a part-time or full-time position. The opportunity for a 50% joint appointment with another Faculty of Health Professions Unit is possible. The Diploma in Disability Management is a limited enrollment program for disability managers that is offered in partnership with the Workers' Compensation Board of Nova Scotia. The successful candidate will have knowledge and experience in Disability Management and Rehabilitation issues and programs, as well as an understanding of Adult and Distance Education. This individual will be responsible for teaching in the program as well as supervision of support staff and instructional materials, related committee work, and overall academic program co-ordination and delivery. Opportunity to conduct research in the field of disability management may be negotiated. A Master's degree in a disability management-related field of health study is required. A PhD or doctoral degree in progress is preferred. Interested persons should submit an application with a cover letter stating relevant experience, a curriculum vitae, the name, address and phone number of three referees to the Dean's Office, Faculty of Health Professions, Dalhousie University, 3rd Floor Burdette Building, 5968 College St., Halifax, NS, B3H 3J5. Phone (902) 484-3327. Fax (902) 484-3366. Application deadline is May 14, 1999 with a start date of July 1999 or as soon as possible thereafter. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with disabilities, racially visible persons and women. The position is subject to budgetary approval. In accordance

with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HISTORY

DALHOUSIE UNIVERSITY — The Department of History invites applications for two twelve month limited-term appointments at the Lecturer or Assistant Professor level, effective July 1, 1999, in [a] Early Modern Britain, 1485-1702, and [b] Modern Britain, 1700 to the present [the modern position might be extended for a second one year term]. The positions involve undergraduate teaching at various levels of the curriculum and may include involvement in graduate programs. Candidates should possess a PhD (or be close to completion) and some teaching experience at the university level. Please send letter of application, a curriculum vitae, three confidential letters of appraisal, evidence of teaching effectiveness, and a writing sample to Professor John O'Brien, Chair, Department of History, Dalhousie University, Halifax, Nova Scotia, B8H 3J5, FAX 902-493-3345, e-mail: john.o'brien@dal.ca. The closing date for applications is May 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with disabilities, racially visible persons, and women.

HUMAN ECOLOGY

UNIVERSITY OF MANITOBA — Applications and nominations are invited for the position of Head, Department of Food and Nutrition, Faculty of Human Ecology, effective January 1, 2000 or as soon as possible thereafter. The Department of Food and Nutrition offers undergraduate and graduate programs in food, nutrition and dietetics. The head position is a 12 FTE academic staff and 2 support staff members, as well as participating in the teaching, research and service activities of the department and the faculty. The department has an active research program and offers courses of study leading to baccalaureate, M.Sc. and interdepartmental PhD degrees. Candidates should have a commitment to excellence in teaching and research, with demonstrated management abilities. Vision and leadership skills are also required to lead the department into a number of new ventures with health and human services faculties and organizations, including a closer programmatic relationship with the Department of Food Science. This includes fostering collegiality within the department, acting as a facilitator in addressing concerns of faculty, staff and students, and encouraging interdisciplinary activity. Preference will be given to candidates with qualifications and a background in nutritional sciences. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The applicant must have tenure and will be at the level of Associate Professor or Professor, dependent upon qualifications and experience. The position is subject to final budgetary approval. Nominations and applications consisting of a statement of interest related to the position, a current curriculum vitae, and the name, address and phone number of three referees should be forwarded in confidence to: Dr. Ruth E. Berry, Dean, Faculty of Human Ecology, University of Manitoba, Winnipeg, R3T 2N2. Confidential fax at (204) 478-7352, or email at dean@hse.umanitoba.ca may also be used. The closing date for applications is July 31, 1999.

UNIVERSITY OF MANITOBA — The Faculty of Education at the University of Manitoba invites applications for a full-time joint tenure track position at the level of assistant professor. The appointment will begin on August 1, 1999, as soon as possible thereafter. The salary range for this position is \$41,690 to \$54,371. The successful candidate must have a PhD and a record of successful teaching

at the public school level. Teaching experience at the post-secondary level would be an asset. Additionally, the successful candidate must provide evidence of an active research program or demonstrated research potential in Education and/or Human Ecology. As leadership in the integrated Bachelor of Human Ecology/Bachelor of Education program is a requirement of this position, the successful candidate should also have demonstrated team building, committee facilitation and communication skills. Typical duties in Human Ecology will consist of teaching one of the core courses in the undergraduate degree program plus undergraduate and graduate courses in the successful candidate's area of expertise, including and Textiles, Family Studies or Foods and Nutrition. In Education, teaching will include curriculum and instruction courses for pre-service Education teachers plus practicum supervision and/or graduate level courses. Additional duties include professional service to the university and to the Human Ecology and Education professional communities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be submitted by June 30, 1999. Please forward in confidence to: Dr. Dave Jenkins, Chair, Human Ecology/Education Search Committee, 60 Faculty of Education, the University of Manitoba, Winnipeg, MB, R3T 2N2. Further information about the University of Manitoba may be obtained from: <http://www.umanitoba.ca>

KINESIOLOGY

UNIVERSITY OF WATERLOO — The Department of Kinesiology seeks an outstanding research scholar for a tenure-track position at the level of Assistant Professor who first and foremost presents a strong background in integrative physiology of exercise and/or the work place. This individual is expected to have a PhD and postdoctoral training in the tools of modern med-

ical physiology including molecular techniques or pharmacokinetics that will allow for development of a strong competitive research program. The successful candidate will show the ability to integrate with existing faculty expertise in the areas of cardiorespiratory, arterial muscle and metabolic physiology. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Salary is commensurate with qualifications and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinic. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.hkhs.uwaterloo.ca/kinkinhome.html>. Applicants should send a curriculum vitae, three names of references, and a curriculum vitae to: Dr. Arel Berman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-5774. E-mail: arel.berman@uwaterloo.ca. Applications will be accepted until the position is filled. The preferred start date for the appointment is September 1, 1999, or earlier. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. The appointment is subject to the availability of funds.

WILFRID LAURIE UNIVERSITY

ENGLISH

The Department of English invites applications for a one-year limited-term appointment, effective July 1, 1999.

The Department is interested in candidates with qualifications in critical theory of mass media, and ideally also in cultural studies and modern narrative forms. A PhD is preferred.

Applications and three letters of reference must be received by June 4, 1999. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference to:

Dr. Michael Moore, Chair
Department of English
Wilfrid Laurier University
Waterloo, Ontario N2L 3C5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities.

LIBRARY

LAURENTIAN UNIVERSITY — J.N. Desmarais Library. Invites applications for a full-time University Archivist. Subject to budgetary approval, this will be defined as a tenure-track position. The successful applicant is expected to maintain the archival facility serving as a university and regional resource for research and scholarship, to provide effective leadership in creating policies and procedures to process and manage existing collections, and to develop strategies for future growth. The Laurentian University Archives' mission is to preserve and promote the documentary heritage of both the Laurentian University community and the Northeastern Ontario region.

Currently the Archives holds 600 linear metres of archival documents, housed in a state-of-the-art facility designed to archival standards located on the ground floor of the new J.N. Desmarais Library. The following qualifications are required: MSc or MPhil in subject to budgetary approval; at least three years experience working in a professional capacity in an established archive, preferably in an academic setting; ability to work in both English and French; effective oral and written communication skills; ability to establish and maintain effective working relationships with University officers, colleagues and donors; supervisory experience; knowledge of preservation concepts and techniques; knowledge of computer applications for library and archives, and knowledge of

REFERENCE/COLLECTIONS AND SPECIAL PROJECTS LIBRARIAN

Wilfrid Laurier University Library seeks applications for a reference/collections and special projects librarian. The time of the incumbent will be divided between Reference/Collections Development with special emphasis on Business and Economics; and special initiatives including responsibilities evolving from the functioning of the TriUniversity Group of Libraries (the Libraries of the University of Guelph, University of Waterloo and Wilfrid Laurier University), and leadership in the investigation and potential development of an Information Literacy programme for the University. The incumbent will participate in the management of the Library and the University through membership on a variety of relevant committees and task forces.

Appropriate applicants for this position will have a background in Business and/or Economics, an understanding of and enthusiasm for Information Literacy as a component of academic library service, and project management skills. They shall hold an MLS or equivalent degree in Library or Information Science and possess excellent verbal and written communication skills, strong interpersonal and organizational skills and a commitment to a public service philosophy. A degree or diploma in Business and/or Economics is highly desirable as are a second advanced academic or professional degree and a working knowledge of a second language in addition to English. Some evening and weekend work will be required.

Candidates should possess a knowledge of and experience with emerging technologies and basic computer software. Relevant work experience in an academic or business library is preferred.

This position will be filled at the Librarian I or II level. This is a provisional appointment leading to consideration for a continuing appointment. The salary floors for Librarian I and Librarian II are \$33,620 and \$36,852 respectively. Salary will be commensurate with experience. Please apply in confidence stating salary expectations and providing the names of three references, no later than May 31, 1999. An appointment will be made to begin no later than September 1, 1999. Applications should be directed to: Virginia Gillham, University Librarian, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

Wilfrid Laurier University is committed to employment equity and welcomes applications from qualified women and men, including visible minorities, persons with disabilities, and aboriginal people. Terms of employment are governed by the collective agreement in force between the University and the Wilfrid Laurier University Faculty Association.



Wilfrid Laurier University

Dean of the Faculty of Science Memorial University of Newfoundland

Nominations and applications are invited for the position of Dean of the Faculty of Science at Memorial University of Newfoundland.

Memorial University is one of Canada's finest post-secondary teaching and research institutions, and the largest university in the Atlantic region. Committed to academic excellence, Memorial plays an integral role in the educational, business, and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 full- and part-time students, Memorial's 900 faculty and 2,000 staff help create, with their students, a distinctive learning environment within teaching and research programs of international distinction. The University offers an impressive range of disciplines in six faculties, eight schools, and a fisheries and marine institute. For further information about Memorial, please view the website at <http://www.mun.ca>.

The Faculty of Science at Memorial has an outstanding record of success in undergraduate teaching, graduate education, and in contributing to Memorial's presence as a leading institution for scientific research. There are nine academic units in the Faculty: biochemistry, biology, chemistry, computer science, earth sciences, mathematics and statistics, physics and physical oceanography, psychology, and the

Ocean Sciences Centre. There are approximately 3,200 undergraduate and 300 graduate students, a faculty complement of 225 members, and an operating budget of \$22 million. In addition, the Faculty of Science attracts approximately \$10 million in external research funding.

The Dean of the Faculty of Science is responsible to the Vice-President (Academic) for the supervision and administration of academic programs, budget and resource allocation, and all activities of the Faculty. Candidates should have proven administrative experience, well developed leadership skills, an appreciation for collegial decision-making, and a strong academic background, with a demonstrated commitment to excellence in teaching, research, and scholarship.

The Search Committee will begin consideration of nominations, applications, and expressions of interest in May 1999. Please respond, in confidence, to the address shown below.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9

Fax: (416) 923-8311



Memorial University of Newfoundland

The Faculty of Science at Memorial has an outstanding record of success in undergraduate teaching, graduate education, and in contributing to Memorial's presence as a leading institution for scientific research. There are nine academic units in the Faculty: biochemistry, biology, chemistry, computer science, earth sciences, mathematics and statistics, physics and physical oceanography, psychology, and the

Janet Wright & Associates Inc.



Assistant/Associate Professor of Pediatrics Division of Medical Genetics

The Department of Pediatrics at McGill University and The Montreal Children's Hospital of the McGill University Health Centre (MUHC) seek a Pediatrician/Geneticist with experience in Medical Genetics for a faculty position. Candidates must have a Doctoral Degree (M.D.) The successful candidate will assume responsibilities for patient care, teaching and clinical research and should have certification from the Canadian College of Medical Genetics. The clinical division is associated with the McGill Department of Human Genetics, and two distinguished research groups, the MRC Group in Medical Genetics and the Canadian Centre of Excellence in Genetics. Faculty rank and remuneration for the successful candidate will be based on individual qualifications. Interested applicants should send a statement of interest and C.V. by June 15, 1999 to:

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Upper St.
Montreal, QC H3H 1P3
E-mail: hgyud@mcimc.mcgill.ca
Telephone: 514-934-4467
Fax: 514-989-3751

Candidates would benefit from a working knowledge of both official languages. "Les candidats/ées ont un avantage d'une connaissance des deux langues officielles." In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.





David Strangway's Private University— A Wolf in Sheep's Clothing

By BILL BRUNEAU

CANADIAN university and college teachers have been warned about privatization so often they're beginning to think it's a put-up job. A UBC colleague reminded me the other day about the fairy-tale of the boy who cried wolf one time too many.

If my colleague were referring to the creeping tide of named chairs, and named buildings, and Coca-Cola deals, then it might be reasonable not to cry wolf quite yet. Soon, maybe, but not yet.

But if we're talking about pharmaceutical and engineering corporations who want to acquire "products" from us in the form of carefully pre-trained graduates and scientific findings designed for immediate commercial exploitation, and if we're talking about forms of accountability that link our programs directly to employment and markets, then the wolf truly is at the door. These developments are about advancing proprietary interests at the expense of civic values, liberal education, and transparently public universities.

Even so, some argue that such changes are the necessary and inevitable "costs" of a modern and flexible university. To such enthusiasts, I propose the case of David Strangway's new "private university" in British Columbia.

David Strangway, immediate past-president of the University of British Columbia, has announced he will create a "university" in Squamish, a sawmill town on B.C.'s south-west coast about 30 kilometres north of Vancouver. Times have often been hard in Squamish, and its municipal and business leaders are looking for ways to strengthen the town's economic base.

Dr. Strangway proposes to build a new "university" in the town, diversifying its social and economic base, and thus smoothing the effects of the ups-and-downs of the forest industry. The notion is that a donor will offer a sizeable chunk of land for the new institution, in return for a healthy tax receipt.

The town will re-zone that land so that it can be developed for residential and commercial real estate. A developer will build the entire project, charging whatever the market will bear for residences and business premises on this prime land adjacent to a "university."

Dr. Strangway will sell off portions of his donated land for development, thus raising funds to build the institution and generating an endowment to provide scholarships to young people unable to afford the \$25,000 annual tuition fees he would otherwise charge. All of this will be at no cost to Dr. Strangway and his associates.

Dr. Strangway insists his proposed university will be entirely private and independent of public financial support. He claims it meets the needs of a highly specific "niche market," and thus will not compete with Canada's public universities for students or for capital.

He aims to make the curriculum of the new "university" as liberal as possible, and to require every graduating student to acquire and use at least one Asian language, not to mention one or two Anglo-European ones.

He says his student body will start at 200, and never exceed 800, and that his professors will teach, but do no research. He recently let it be known he would welcome university teachers who would come from UBC or Simon Fraser, either "loaned" to his institution or "moonlighting" for nominal pay — after all, future students might not be easily attracted to a completely research-less university.

There are plenty of reasons to be worried, and in the end opposed to Strangway U (SU).

Dr. Strangway says his university will appeal to a small niche market.

- Does this mean SU is mainly in the business of marketing — niche-marketing — rather than educating?

- Should Canadian universities satisfy niche-markets or should they serve a broader public interest?



David Strangway, past president of the University of British Columbia, says he will create a private university in Squamish.

Bill Bruneau argues if we charter Strangway's university we prepare the ground for universities flying flags of convenience for short-sighted, self-interested investors:

"It seems to me that Dr. Strangway would be better off working for the welfare of the public system from which he has long benefited and which he so long helped to lead."

- Is a niche-university, unconcerned with broad questions of cultural, political, and economic development and uncommitted to research, really a "university" [in the usual sense at all?

- The niche of students who can afford the \$25,000 annual tuition does not exist in isolation of what is happening at other Canadian post-secondary institutions. It surely won't be long before administrators at public universities and ministry of finance people start to say, "Look, if they can charge \$25,000 per annum at SU, we'll forget altogether about limits on tuition. Let's go for full cost recovery. If they can, we can."

Dr. Strangway says his university "won't use public funds, and won't compete with public institutions."

- The land for SU was donated, in return for a tax receipt — likely worth millions of dollars of foregone income tax.

- It was a public body, the Municipality of Squamish, whose re-zoning instantly increased the land value of the property where SU will reside. That value may be realized by SU authorities in future land sales, leases or bond issues. This is indirect public "funding" on a massive scale.

- Canadian students and landed immigrants at SU will likely have access to the Canada Student Loan program, a program supported by the Canadian government and providing a financial benefit to students — and an indirect benefit to SU.

- Despite what Dr. Strangway says, his professors will surely be tempted to do research, someday, somehow. And when they do, they'll look for grants from the publicly-funded granting councils (SSHRC, NSERC, MRC, Canada Council).

- In proposing to "share" UBC and Simon Fraser professors, Dr. Strangway hopes to attract professors whose expertise results from research in publicly-built and publicly-supported laboratories and libraries. This would be a literally incalculable subsidy to SU.

- And finally, it is highly likely SU would one day find itself asking for operating funds from the state, and proba-

bly sooner than later. We have substantial historic precedent in Canada of private institutions seeking direct funds from the state, and the modern examples of Buckingham University (Britain) and Bond University (Australia), both of which began with high hopes of perfect independence from the public purse, and both of which are increasingly dependent on direct and indirect public expenditures.

SU, if it proceeds on plan, will surely draw on Canada's scarce financial resources. After a quarter-century of continuous cuts in public finance for public universities and colleges, and at a time of rising Canadian demand for places in post-secondary education, it makes no sense whatever to lay out huge sums of hidden public money for SU (and all other "private" post-secondary education providers, for that matter).

It's worth adding, SU and its kind are or would be in direct competition not just for funds, but also for academic reputation, and for able and excellent professors and students. Considering tuition costs at SU (and since SU will have no adequate library or laboratories for some time, if ever) it would seem the competition might be weak.

But this expensive and untried university must compete with public institutions to persuade people to come. SU wants to lay claim to traditional liberal education, but can it keep the liberal-education "faith" in a tough and competitive environment?

In its desperation for funds, surely it runs the risk of having to surrender to private and proprietary interests, to the detriment of us all.

What we see here is the beginning of a failure of the notions of the public good and public trust in higher education. If we decide now to charter SU, we open ourselves to becoming a home for academic maquiladoras.

Already the University of Phoenix, City University, Gonzaga University, and their like, are moving northward and demanding equal rights (charters, public recognition, indirect public funding — the lot). Under the free-trade regime of the moment, it is hard to resist them, even though they have no commitment whatever to the Canadian public interest.

If we charter SU we prepare the ground for "universities" flying flags of convenience for short-sighted, self-interested investors. We open the door to the idea that enormous tuition fees are acceptable and possible — and thus undermine the Canadian tradition of access to post-secondary education (not that we're anything like accessible enough).

The power to grant degrees confers a public trust. After all, post-secondary education is about the transformation of adults who come to universities and colleges in order to learn, and to develop. University teachers have a huge responsibility. Dare we trust private, niche-oriented (and in some cases, profit-oriented) institutions to do this important public work? Of course not.

The Government of British Columbia should deny SU a charter, and the Government of Canada should ensure SU is denied access to all indirect and direct forms of public funding. SU could still come to exist, but only as a wholly and truly private institution.

Otherwise, it seems to me that Dr. Strangway would be better off working for the welfare of the public system from which he has long benefited and which he so long helped to lead. ■

(Bill Bruneau is with the department of educational studies at the University of British Columbia and past president of CAUT.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.